

AFIT/GCA/LAR/96S-8

THE IMPACT OF CHANGES IN GEOGRAPHIC  
MOBILITY ON THE WAGES OF THE MILITARY  
FAMILY BETWEEN 1985 AND 1992

THESIS

Barry M. Krauss, First Lieutenant, USAF

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THESIS

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### *Preface*

The purpose of this study was to examine the changes in the geographic mobility of the military family between 1985 and 1992, and this mobility's subsequent impact on the real wages of the military family members. This research was undertaken with the hope that the results will cause policy makers to consider this relationship when setting policy concerned with geographic mobility of the military family.

Throughout the course of analyzing the data and writing this thesis, I have had a great deal of assistance and support from many people. I am particularly indebted to my thesis advisor, Dr. Leroy Gill, for his guidance and patience. I am also extremely grateful to Lt Col Stephen Giuliano, for his wisdom and advice, and to my fellow classmates for all their support. Finally, my fiancé Elishia, whose encouragement, understanding, and love helped me get through the tough times.

Barry M. Krauss

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*Abstract*

The end of the cold war brought about many changes in the U.S. military policy. Among these were policies regarding the frequency and duration of Permanent Change of Station (PCS) moves for military personnel. The purpose of this study was to examine what changes in the geographic mobility of the military family took place between 1985 and 1992, and this mobility's subsequent impact on the labor force participation of the military spouse, and the real wages of military family members.

The study showed that mobility was significantly lower for military personnel and their spouses in 1992 than it was in 1985, the labor force participation and real wages for military spouses were greater in 1992 than they were in 1985, and real wages for military personnel declined between 1985 and 1992. A sensitivity analysis performed on mobility's impact on military spouses wages revealed that mobility had a significant influence on wages over time. Additionally, the study examined the changes in military spouses' satisfaction with several facets of the military life-style between 1985 and 1992.

THE IMPACT OF CHANGES IN GEOGRAPHIC  
MOBILITY ON THE WAGES OF THE MILITARY  
FAMILY BETWEEN 1985 AND 1992

*I. Introduction*

There is no question that the family plays a crucial role in the life of the military member. With 62.3% of servicemen and women married, and 58.3% with dependents, family concerns have a great influence on the entire Department of Defense as well (2). The military's recognition of family concerns since the 1960s has reflected this (1). Family support services of all kinds are readily available to all military personnel. Generally, the military response to its families has been based on a career structure developed when service members were single males. The effect of military policy and services has been to adapt the family to this career structure, rather than develop an explicit family policy based on real family issues (12, 19). Policy concerning military pay and benefits has followed this pattern as well. Pay and allowances are an important determinant in military members satisfaction with family life in the military (3). Military pay policy has essentially ignored the impact of military life on its married members. This paper will explore the impact that military service has on the family income of military members.

***Background***

Socioeconomic changes in the United States have lead to an increasing reliance on two incomes within the family (15). This is especially true for military families,

because during their careers, military members earn less than their civilian counterparts (8). Another facet of military life is mobility. The unique environment and demands of the military require that its members change jobs frequently. This usually occurs every 3 to 5 years at the direction of the federal government. These job changes almost always require the military member and their family to move away from their present location. This forced mobility has many social and economic implications for the family. Among these impacts is the effect that mobility has on the job tenure of military spouse's. Previous research has shown labor force interruptions to have an adverse impact on female wages, while increased time at a location is likely to increase spouse earnings (5, 9, 13, 14, 16). The higher mobility of military families translates into more labor force interruptions, lower job tenure, and consequently lower wage potential and lifetime earnings for the spouse of a military member. Therefore, mobility is a key factor in spousal income (and hence family income) via its effect on tenure.

Decreased combined family income has the potential to influence many military family decisions. Among these are the decision for the spouse to work full-time, part-time, or to be unemployed, the decision for the military member to work part-time, the decision on whether to have children<sup>1</sup>, and the decision for the family to endure extended separations in order to maintain present combined family income and to reduce mobility's affect on tenure. The family dynamics that arise out of these decisions can have long lasting effects on the military member. It is for this very reason that military pay policy can no longer ignore the impact of military life on its married family members.

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<sup>1</sup>Gill *et al.* Showed that each move lowered a woman's wage by 2.8 percent, lowering the cost in forgone earnings of time devoted to child care, and thereby increasing expected completed fertility (8).

### ***Statement of the Problem***

The period between 1985 and 1992 saw many changes in the military environment as a whole. The end of the Cold War, which led to a reduced U.S. presence overseas, and a Reduction in Forces (RIF) at home had the greatest impact. This shift towards "home-basing" was accompanied by a greater duration at Permanent Change of Station (PCS) locations (13). This dynamic period leads to the question, "what impact did these changes in the military environment have on Continental United States (CONUS) based military members and their families?"

### ***Purpose of the Study***

The purpose of this study is to determine the socioeconomic changes of the military family that took place between 1985 and 1992 as a result of Department of Defense policies toward "home-basing".

### ***Research Questions***

The following questions will be answered in the course of this study:

1. How Has Mobility of the Military Family Changed From 1985 to 1992? It is expected that mobility will show significant decreases during this time period.
2. How Has the Labor Force Participation of the Military Family Changed From 1985 to 1992? It is expected that due to decreased mobility, labor force participation has increased.
3. How Has the Level of Spouse Satisfaction with Facets of the Military Way of Life Changed From 1985 to 1992? Overall spouse satisfaction is expected to have increased during this period.

4. How Have the Full-Time Wages of the Military Member and Spouse Changed From 1985 to 1992? It is expected that due to increased tenure and labor force participation, real full-time wages of the military spouse increased significantly.

### *Assumptions*

In order to simplify the analysis, this study will proceed under the assumption that the typical military family is comprised of a male military member planning on a military career, and a civilian female spouse. The typical military career duration is twenty years. Service members between 1 and 5 years of service, 6 and 10 years of service, 11 and 15 years of service, and 16 to 20 years of service are considered homogeneous groups and combined into four year groups respectively. Members in these groups are considered to be at similar stages of career and family development. It is assumed that upon entry to active duty an officer's age is 23 years and his spouse's age is 22 years. For enlisted personnel, their respective ages are assumed to be 19 and 18.

### *Importance of the Study*

The military environment is constantly in a state of flux. Changing threats, operational doctrine, political commitments, political administrations, and military leadership combine to cause changes in policy which greatly affect the lives of military personnel. With the number of dependents having outnumbered the number of men and women in uniform since the 1960s, policy changes reach well beyond the immediate military member to affect the family and spouse as well (2). Retaining quality personnel is a DoD priority. Spousal support has been shown to have a significant impact on the retention intentions of military personnel (4). This study has the potential to show policy

makers that policy changes that can affect the combined family income of military members need to be given long term consideration well before the enactment of such policy, and that policy concerning pay can not ignore the impact of military life on married military members.

The remainder of this thesis is comprised of three chapters. Chapter 2 will contain a discussion of the relevant literature, introduce and describe the data sets used in the analysis section, and present descriptive statistics of the data sets. Chapter 3 will discuss the research questions in greater detail, introduce the methodology used to arrive at the results, and discuss the results of the analysis. Finally, Chapter 4 will explore a sensitivity analysis of mobility on spouse's wages and earnings, summarize the results of the study, draw conclusions, and present ideas for future research.

## II. Literature Review

This chapter will consider aspects of the military in terms of the military family, and how the present situation evolved. This will then lead to a discussion of literature dealing with mobility's effects on the family, and an introduction of the data sets.

### ***The Military and the Family***

The impact that the family has on the military member, and the military has on the family is a well researched and documented subject. The military and the family have been described by *Segal* as two greedy societal institutions, both of which make great demands on individuals in terms of commitment, loyalty, time, and energy (18). There are three main themes that are common to this stream of research. First is how the military evolved from an organization comprised mainly of single service members who felt a “calling” for military service, to one comprised of a majority of married members who look at military service as a profession. Second are the unique circumstances of the military life-style that the military family faces. Third is how societal changes in women’s roles have affected the military family.

Prior to 1942, recruitment of full-time military personnel, outside of wartime emergencies, was limited to single males. First time enlistees were required to be single, and marriage was discouraged for those seeking a career in the service. Officer’s married only after their careers were established (12). There are several factors that contributed to the change in the marital status composition of military members. International policy following the Second World War required that the United States move from a small peacetime military, which was enlarged and mobilized during times of war, to maintaining

a very large peacetime active armed service (12, 19). More service personnel in general means a higher probability of married members. Escalating training costs due to the increasing sophistication of weapons systems technologies following World War II required that the military retain more of the personnel it had trained. The longer one remains in the military, the greater the likelihood of marriage. Finally, the decision to end conscription and switch to an all volunteer force required that the military compete with the civilian marketplace for high quality personnel through increased wages and benefits (12, 19). The net effect of these factors has been to change the marital makeup of the military from an organization comprised mainly of single members, to one comprised mainly of married members.

The military family is a unique institution in that it must deal with the specific demands that the military life-style places on its members. These demands include the risk of injury and death, high geographic mobility, periodic separation of the service member from the rest of the family, long working hours and shift work, residence in foreign countries, and normative pressures placed on family members regarding behavior and their role in the community (12, 18, 19). The characteristic most important to this study is high geographic mobility. Mobility affects families differently, depending on what phase in the family life-cycle they are in, and on the age of children (18). The effects of high mobility are different for both the member and the spouse as well, especially in terms of career continuity. The member's career is enhanced by mobility, while the spouse's career is generally undermined (12, 18). Later, we will examine research that deals specifically with this issue.

As the composition and characteristics of the military have evolved, so too has the society which it serves evolved. Social trends in the last forty years have changed gender roles and norms of behavior (18, 19). Most notably has been role of women in the labor force. As a result of higher education, more women opt for careers in business and industry rather than careers as housewives. Economic trends that necessitate two family incomes serve to reinforce this trend (15). Today, more women than ever are in the work force, contributing a greater proportion of income to the family than ever before (12, 15, 18, 19). This is especially important in the military family because military members tend to earn less than their civilian counterparts (8).

Today, we find a military force comprised of a majority of married service members, whose female civilian spouse's contribute greatly to the family income through their participation in the labor force (15).

### ***Mobility's Effects***

It has been established that high geographic mobility is a characteristic of military life that affects the military family. This can affect the family in both social and economic terms. This study will focus primarily on the economic effects. Thus, the question arises as to what impact does this high mobility have on the economics of the military family? The high mobility of the military family generally causes labor force interruptions for the spouse. Labor force career interruptions have been shown to have significant impacts on the earnings ability of female spouse's as well as having other social implications, namely fertility (5, 8, 9, 14, 15, 16).

*Mincer* and *Ofek* showed the quantitative effects of "human capital depreciation" and "human capital restoration" that occur during the interruption of a work career (14). Using National Longitudinal Survey (NLS) panel data on the wages of married women, they showed that real wages at reentry to the labor force are on the average lower than at the point of market withdrawal. This decline in wages increases with the length of the interruption. If the interruption is anticipated (as is the case with military spouse's), the period prior to the interruption tends to show wage rate increases as flattening out, or increasing at a decreasing rate. The period immediately following the return to the labor force shows a relatively rapid growth in wage rates which eventually level off and compare to the wage rate increases of continuous workers.

In essence, there are four phases in the wage history of an interrupted worker. In phase one, there is a declining of the wage rate just prior to an anticipated departure from the labor force, usually due to declining investment in human capital. Phase two begins with the exit from the labor force, and is characterized as a period of absence in which real wages fall in accordance with the duration of the absence. This is the period of human capital depreciation. Upon return to the labor force, phase three, wages are lower than at the point of departure due to the depreciation in human capital that occurred during the departure. However, this phase is characterized by a rapid increase in wage rate associated with an accumulation of job tenure. This is the period of human capital restoration. In the fourth phase, growth in wages eventually match those of workers who never left the marketplace.

*Mincer* and *Ofek* also observed several other interesting phenomenon. They found that the duration of the work interruption varies inversely with the level of education (i.e.

the higher the education level, the shorter the interruption), and that the depreciation rate increases with the level of education.

*Corcorans*', *Duncans*', and *Ponzas*' research echoed much of *Mincers*' and *Ofeks*'; however, they also looked at human capital depreciation and restoration in terms of part-time versus full-time employment, and occupational segregation (5). They made several distinctive findings. They determined that rapid wage growth in periods of capital restoration was associated with full-time employment and not associated with part-time employment. This has many implications for females, who tend to work part-time more than full-time. Occupational Segregation is the concept that a particular job may be more open to "males" or rather "females"; Construction workers and nurses are an example. They set out to determine whether occupational segregation had any impact on wage increases after labor force interruption. Their results showed that wage increases were not significantly different for male or female dominated occupations, and that these findings were independent of either part of full-time employment.

*Nancy Paulson* investigated the effect of the wife's labor force participation on changes in the families income position in her 1982 paper (15). Her research showed that while many women work to increase the absolute level of the families earnings, their added income does not affect all families income position equally. In the cases where the husband's earnings already place the family in a high income bracket, the added income from the spouse served to elevate that families income position even higher. In families where the husband's earnings place the family in a lower income bracket, the added income from the employed spouse served to maintain their present family income position. The women in the latter families tend to have longer working careers out of necessity.

*Paulson* concludes that labor force participation of most married women has developed into an economic necessity.

"The Impact of Military Life on Spouse Labor Force Outcomes", By Schwartz, Wood, and Griffith, studied the determinants of four employment related outcomes of Army spouse's: labor force participation, employment, full-time employment, and using acquired skills in jobs (17). Their results showed that spouse's who were older, more experienced, and more educated, tended to be in the labor force, employed, and employed in jobs that use their skills. Spouse's with preschool age children were less likely than other spouse's to be in the labor force, employed, and working full-time. Those stationed closer to population centers were also more likely to be in the labor force and employed than those located at relatively isolated areas. As in other studies, geographic mobility was an important determinant in the labor force outcomes of the spouse. They showed that those spouse's who move less frequently were more likely to be in the labor force, be employed, be employed full-time, and using their skills on the job more than those who move more frequently.

*Payne, Warner, and Little*, investigated the what mechanisms through which frequent relocation can lower spousal income (16). They concluded that relocation affects subsequent earnings because skills are job-specific and thus not wholly transferable between employers, and that earnings rise with job tenure or other like factors. Frequent moves make matching job-specific skills with the job that requires those skills difficult, as well as destroying any accumulated tenure. It is the investment in, and maturation of human capital that causes income to rise. Because the frequency of moves acts to depreciate human capital through loss of job skill and tenure, military wives have a lower

return on investment in human capital than do civilian wives. This acts as a deterrent to investing in individual human capital for both employer and employee. Therefore, frequent moves lower income by inhibiting investment in human capital, and the return on human capital investment. *Payne, Warner, and Little* then developed an equation to estimate the impact that less frequent moves would have on spouse income. By calculating the earnings for three years of uninterrupted labor versus six years of uninterrupted labor, they found that those working three years earned forty percent less than those who worked six. Furthermore, fifteen of this forty percent was due to lost employment time, while the remaining twenty-five percent was due to lost job seniority and the imperfect transferability of job skills.

*Hyder Lakhani* analyzed the socioeconomic benefits of a change in home-basing policy from three years to six years and found five major benefits to Army members and their spouse's (13). Among these, the conclusion most relevant to this study was the improvement in the quality of spouse employment. The decrease in mobility reduced the problem of finding employment, caused a shift away from part-time employment and towards full-time employment, and increased spouse earnings independent of full or part-time employment status. These findings support the theory of human capital investment, depreciation, and restoration that had been previously developed (5, 14, 16, 17).

Mobility has other impacts besides those related to employment and income. According to research by *Gill, Haurin, and Phillips*, labor force interruptions not only lower a woman's wage but also increase the number of children she will have (9). Lowered permanent income from high forced mobility translates into less earnings foregone in favor of child-rearing. In effect, this closes the gap between the opportunity

cost of having children versus not having children. Additionally, they determined that mobility also raises the probability of childbirth near the time of the expected move.

### *Description of the Data Sets*

The data that was used in this study was extracted from two very large-scale Department of Defense (DoD) surveys conducted by the Defense Manpower Data Center. These were the 1985 DoD Surveys of Officer, Enlisted Personnel, and Military Spouse's, and the 1992 Survey of Officer's, Enlisted Personnel, and Spouse's. The 1992 survey had nearly 60,000 military and over 24,000 spouse respondents, while the 1985 survey had over 182,000 military and over 41,000 spouse respondents.

Certain other assumptions were made to best capture the impact of the military life on the member and spouse. Service members between 1 and 5 years of service, 6 and 10 years of service, 11 and 15 years of service, and 16 to 20 years of service are considered homogeneous groups and combined into four year groups respectively. Members in these groups are considered to be at similar stages of career and family development.

The sample sets were limited to military members married to a civilian female spouse throughout the member's career. This allows the study to focus on those spouse's attached to the military throughout their husband's career by eliminating from the sample those spouse's who spent any part of their husband's career in the civilian sector.

### **III. Methodology and Analysis**

The high geographic mobility of military family causes frequent labor force interruptions for the female military spouse. These labor force interruptions decrease female spouse wages and earnings through several mechanisms. Among these are reduction in human capital investment, human capital depreciation, imperfect transferability of acquired job knowledge, elimination of accumulated job tenure, and a shift from full-time to part-time employment, or part-time to unemployment.

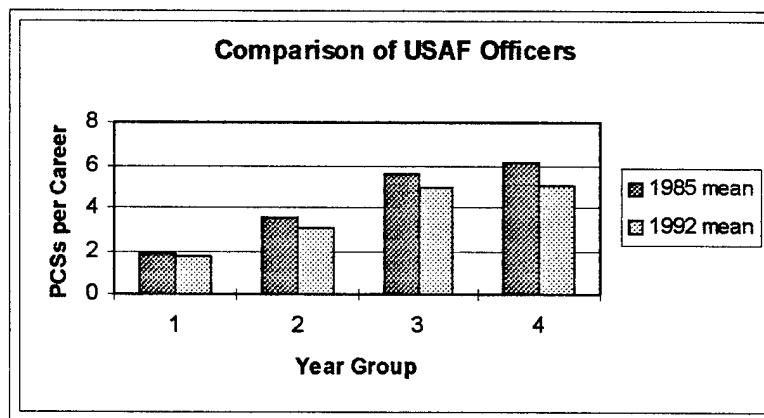
#### ***Methodology***

This study is a comparison between two cross-sectional studies conducted on a single organization (the Department of Defense) at two points in time. Two types of statistical methods will be used for analysis. The first method consists of a *t*-test measuring statistical significance in the difference between means of subjects responses to selected survey questions. The second method consists of comparing the results of a statistical regression on wages and earnings against personal characteristics and performing a sensitivity analysis on potential wages and earnings by varying the mobility and tenure of female spouse's.

#### ***Investigative Questions***

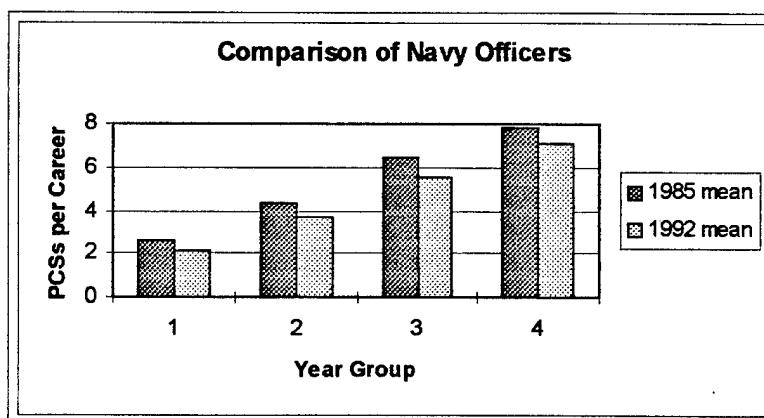
In order to determine the socioeconomic impact which high geographic mobility has on the military family, the research questions and their associated investigative questions will each be answered in turn. The first research question is "How Has Mobility of the Military Family Changed from 1985 and 1992?" Of course, significant differences in mobility for year group 1 are less likely to occur because differences in rates of mobility

have not yet had time to mature into substantial differences in the number of moves. Also, because the latter year groups in the 1992 survey were in the service in 1985, the difference in cumulative mobility level between 1985 and 1992 is not as great as it would have been had the 1992 respondents experienced 1992 levels of mobility for their entire careers. The first investigative question which relates to this research question is "Has the number of member Permanent Change of Station's (PCSSs) per career changed?" Figures 1.a.1 through 1.a.4 are a comparison of the number of PCSSs per career for officer's.



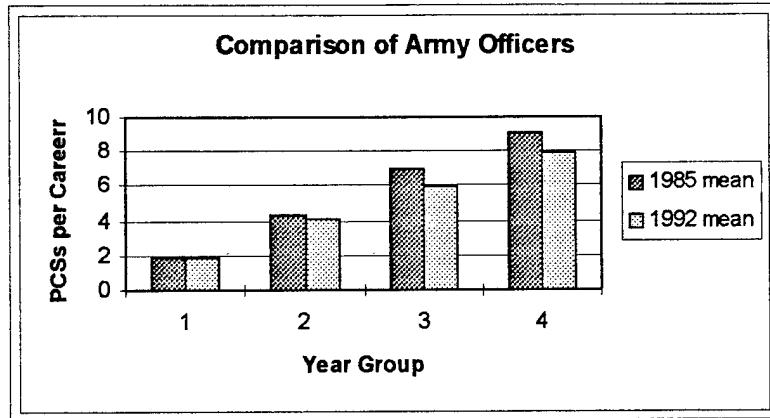
**Figure 1.a.1: Comparison of USAF Officer's PCSSs Per Career**

For USAF officers, year groups 2, 3, and 4, had fewer PCSSs per career in 1992 than they did in 1985. The differences were significantly different at the 1% level.



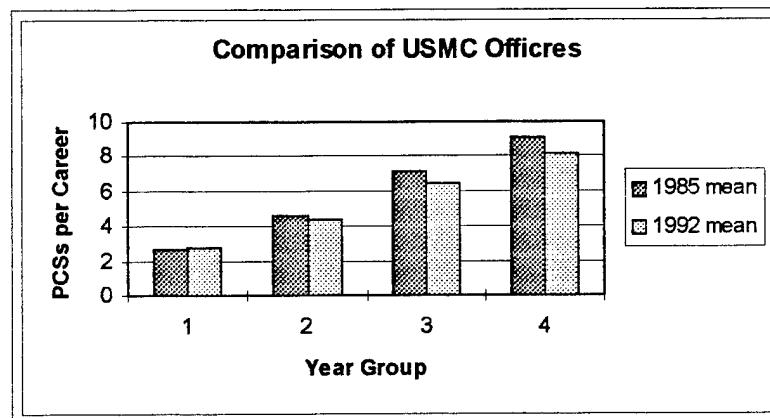
**Figure 1.a.2 :Comparison of Navy Officer's PCSSs Per Career**

For Navy officers, PCSs per career were lower for year groups 1 through 4, and were significantly different at the 1% level.



**Figure 1.a.3: Comparison of Army Officer's PCSs Per Career**

For Army officers, PCSs per career were lower for year groups 3 and 4, and were significantly different at the 1% level.



**Figure 1.a.4: Comparison of USMC Officer's PCSs Per Career**

For USMC officers, PCSs per career were lower for year groups 3 and 4, and were significantly different at the 1% level.

The overall trend for the officer corps is toward significantly fewer PCS moves per career, with Air Force officers having the fewest moves per year group and Marine Corps officers having the most moves per year group.

Table 1.a.1-4 summarizes the results of the analysis for PCSs per career for officers.

**Table 1.a.1-4: Comparison of Officer's PCSs**

Figure 1.a.1	USAF	Officer	
Year Group	1985 mean	1992 mean	t-test
1	1.820	1.760	
2	3.526	3.085	**
3	5.613	4.955	**
4	6.134	5.030	**

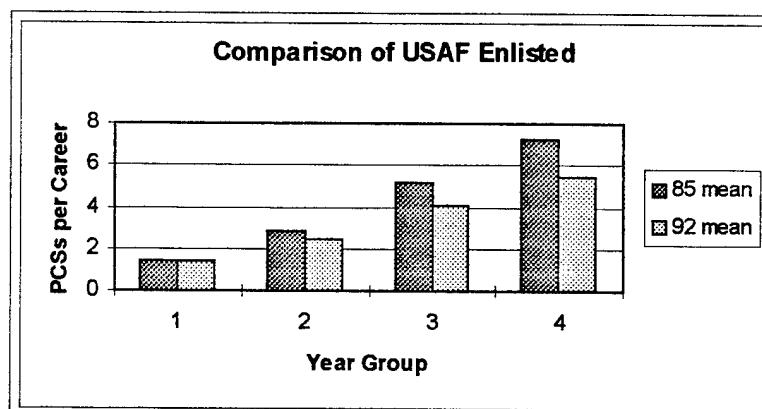
Figure 1.a.2	Navy	Officer	
Year Group	1985 mean	1992 mean	t-test
1	2.604	2.156	**
2	4.293	3.670	**
3	6.402	5.555	**
4	7.789	7.080	**

Figure 1.a.3	Army	Officer	
Year Group	1985 mean	1992 mean	t-test
1	1.893	1.892	
2	4.273	4.106	
3	6.955	5.920	**
4	9.084	7.904	**

Figure 1.a.4	USMC	Officer	
Year Group	1985 mean	1992 mean	t-test
1	2.691	2.812	
2	4.588	4.386	
3	7.077	6.429	**
4	9.108	8.161	**

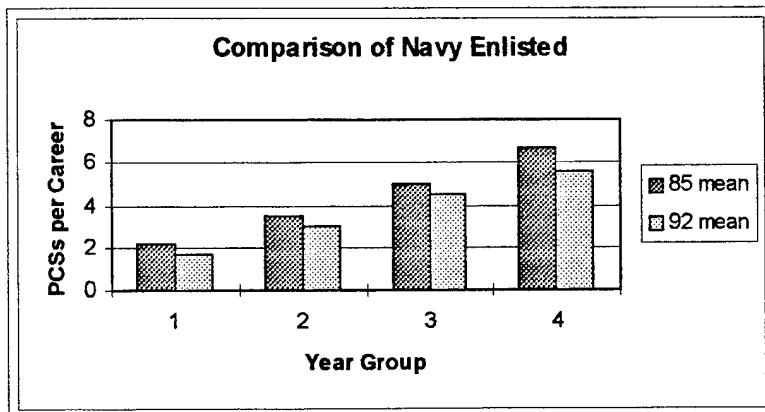
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 1.a.5 through 1.a.8 are a comparison of the number of PCSs per career for enlisted personnel.



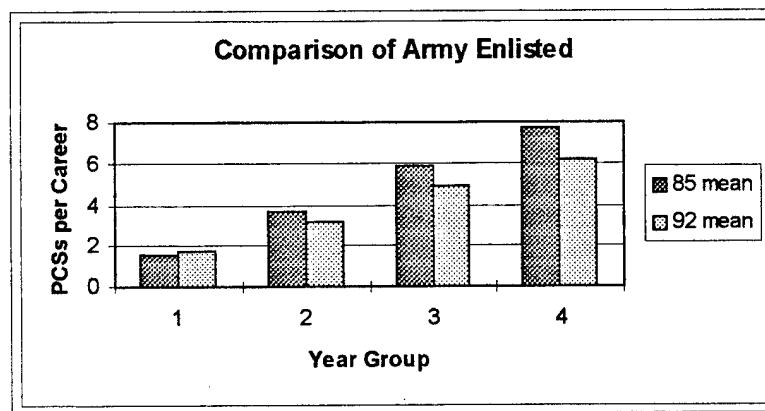
**Figure 1.a.5: Comparison of USAF Enlisted PCSs Per Career**

For USAF enlisted personnel, PCSs per career were lower for year groups 2, 3, and 4, and were significantly different at the 1% level.



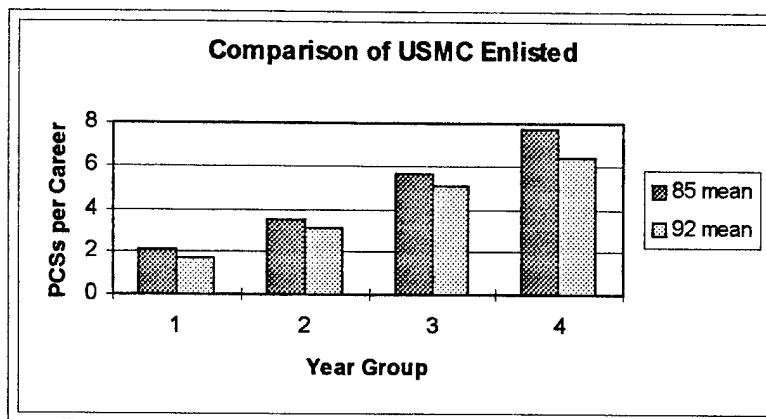
**Figure 1.a.6: Comparison of Navy Enlisted PCSs Per Career**

For Navy enlisted personnel, PCSs per career were lower for year groups 1 through 4, and were significantly different at the 1% level.



**Figure 1.a.7: Comparison of Army Enlisted PCSs Per Career**

For Army enlisted personnel, PCSs per career were lower for year groups 2, 3, and 4, and were significantly different at the 1% level.



**Figure 1.a.8: Comparison of Navy Enlisted PCSs Per Career**

For USMC enlisted personnel, PCSs per career were lower for year groups 1 through 4. Year group 1 was significantly different at the 5% level, while year groups 2 through 4 were significantly different at the 1% level.

The overall trend for the enlisted corps is that of the officer corps, toward significantly fewer PCS moves per career. Table 1.a.5-8 summarizes the results of the analysis for PCSs per career for enlisted personnel.

**Table 1.a.5-8: Comparison of Enlisted PCSs**

Figure 1.a.5		USAF Enlisted		t-test
Year Group	1985 mean	1992 mean		
1	1.439	1.371		
2	2.812	2.460	**	
3	5.205	4.036	**	
4	7.252	5.492	**	

Figure 1.a.6		Navy Enlisted		t-test
Year Group	1985 mean	1992 mean		
1	2.201	1.689	**	
2	3.445	3.054	**	
3	4.964	4.540	**	
4	6.693	5.537	**	

Figure 1.a.7		Army Enlisted		t-test
Year Group	1985 mean	1992 mean		
1	1.559	1.703		
2	3.698	3.190	**	
3	5.833	4.883	**	
4	7.683	6.151	**	

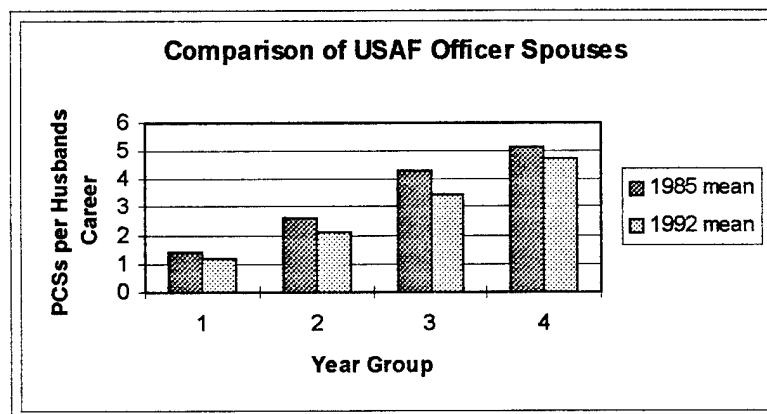
Figure 1.a.8		USMC Enlisted		t-test
Year Group	1985 mean	1992 mean		
1	2.047	1.654	*	
2	3.498	3.119	**	
3	5.614	5.065	**	
4	7.720	6.406	**	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Between officer's and enlisted personnel, clearly officer's move more often.

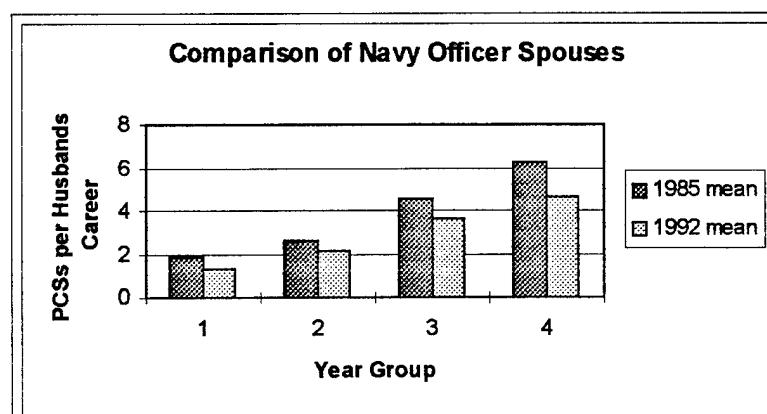
Among the services, the Air Force moves its personnel the least for both officer's and enlisted. The USMC and the Army respectively, move their officer's and enlisted personnel the most.

The next investigative question which relates to this research question is "Has the number of spouse's PCSs per husband's career changed?" Figures 1.b.1 through 1.b.4 are a comparison of the number of officer spouse's PCSs per her husband's career.



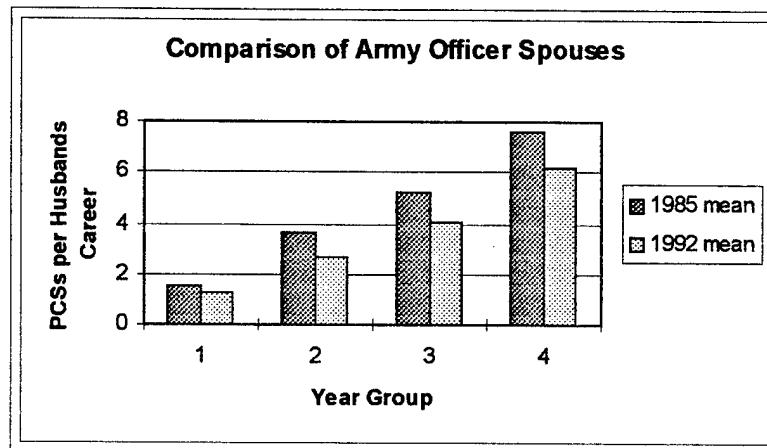
**Figure 1.b.1: Comparison of USAF Officer Spouse's PCSs**

For USAF officer spouse's, PCSs per husband's career were lower for year groups 2, 3, and 4, and were significantly different at the 1% level.



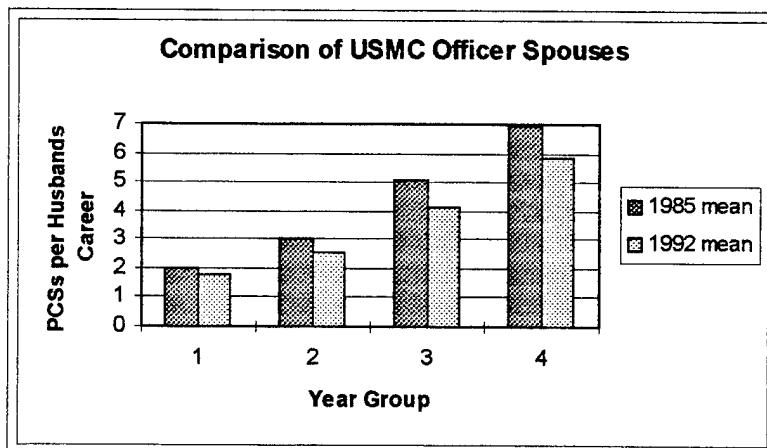
**Figure 1.b.2: Comparison of Navy Officer Spouse's PCSs**

For Navy officer spouse's, PCSs per husband's career were lower for year groups 1 through 4, and were significantly different at the 1% level.



**Figure 1.b.3: Comparison of Army Officer Spouse's PCSs**

For Army officer spouse's, PCSs per husband's career were lower for year groups 1 through 4. Year group 1 was significantly different at the 5% level, while year groups 2 through 4 were significantly different at the 1% level.



**Figure 1.b.4: Comparison of USMC Officer Spouse's PCSs**

For USMC officer spouse's, PCSs per husband's career were lower for year groups 2, 3, and 4, and were significantly different at the 1% level.

The overall trend for the spouse's of officer's is that of significantly fewer PCS moves per their husband's career in 1992 than in 1985.

Table 1.b.1-4 summarizes the results of the analysis for the number of Officer spouse's PCSs per her husband's career.

**Table 1.b.1-4: Comparison of Officer Spouse's PCSs**

Figure 1.b.1	Spouse	Officer	USAF
Year Group	1985 mean	1992 mean	t-test
1	1.417	1.219	
2	2.595	2.140	**
3	4.311	3.490	**
4	5.160	3.760	**

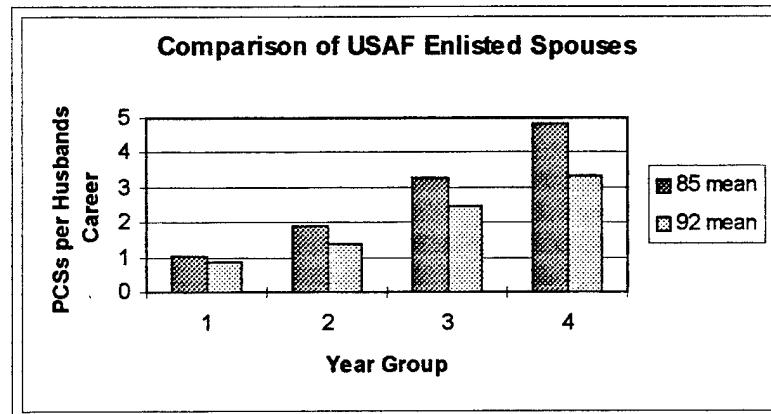
Figure 1.b.2	Spouse	Officer	Navy
Year Group	1985 mean	1992 mean	t-test
1	1.906	1.341	**
2	2.573	2.156	**
3	4.520	3.617	**
4	6.197	4.692	**

Figure 1.b.3	Spouse	Officer	Army
Year Group	1985 mean	1992 mean	t-test
1	1.489	1.238	*
2	3.607	2.679	**
3	5.243	4.012	**
4	7.589	6.146	**

Figure 1.b.4	Spouse	Officer	USMC
Year Group	1985 mean	1992 mean	t-test
1	2.000	1.764	
2	3.045	2.547	**
3	5.077	4.121	**
4	6.965	5.808	**

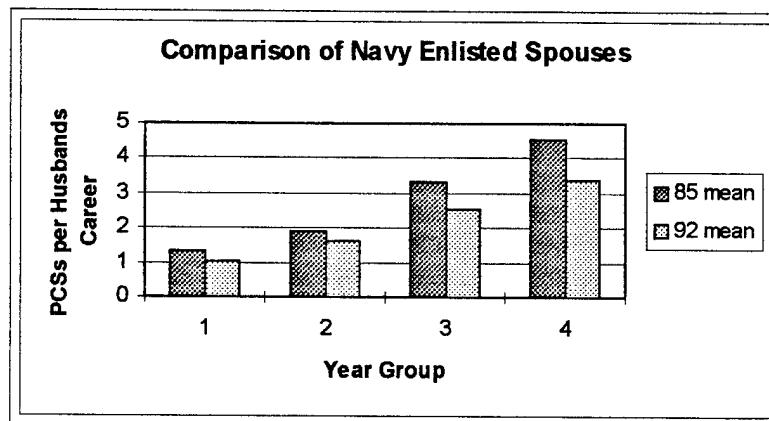
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 1.b.5 through 1.b.8 are a comparison of the number of enlisted spouse's PCSs per her husband's career.



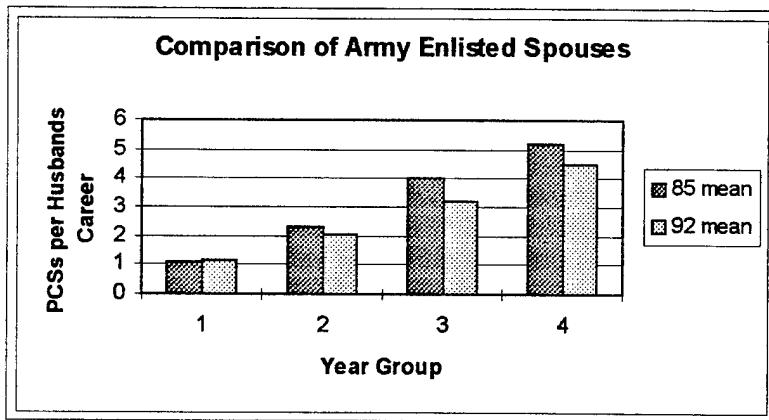
**Figure 1.b.5: Comparison of USAF Enlisted Spouse's PCSs**

For spouse's of USAF enlisted personnel, PCSs per husband's career were lower for year groups 2, 3, and 4, and were significantly different at the 1% level.



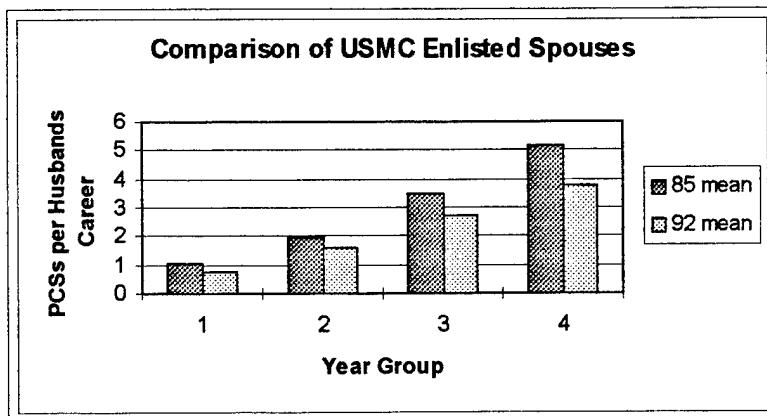
**Figure 1.b.6: Comparison of Navy Enlisted Spouse's PCSs**

For spouse's of Navy enlisted personnel, PCSs per husband's career were lower for year groups 1 through 4. Year group 1 was significantly different at the 5% level, while year groups 2 through 4 were significantly different at the 1% level.



**Figure 1.b.7: Comparison of Army Enlisted Spouse's PCSs**

For spouse's of Army enlisted personnel, PCSs per their husband's career were lower for year groups 2 through 4. Year group 2 was significantly different at the 5% level, while year groups 3 and 4 were significantly different at the 1% level.



**Figure 1.b.8: Comparison of USMC Enlisted Spouse's PCSs**

For spouse's of USMC enlisted personnel, PCSs per their husband's career were lower for year groups 1 through 4. Each year group was significantly different at the 1% level.

The overall trend for the spouse's of enlisted personnel is that of significantly fewer PCS moves per their husband's career in 1992 than in 1985.

Table 1.b.5-8 summarizes the results of the analysis for the number of enlisted spouse's PCSs per her husband's career.

**Table 1.b.5-8: Comparison of Enlisted Spouse's PCSs**

Figure 1.b.5	Spouse	Enlisted	USAF
Year Group	1985 mean	1992 mean	t-test
1	1.015	0.869	
2	1.925	1.389	**
3	3.262	2.444	**
4	4.815	3.348	**

Figure 1.b.6	Spouse	Enlisted	Navy
Year Group	1985 mean	1992 mean	t-test
1	1.317	1.052	*
2	1.907	1.635	**
3	3.326	2.529	**
4	4.564	3.400	**

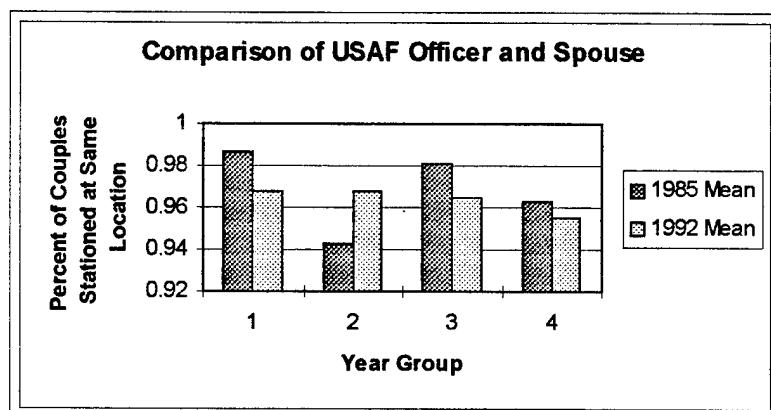
Figure 1.b.7	Spouse	Enlisted	Army
Year Group	1985 mean	1992 mean	t-test
1	1.104	1.153	
2	2.3301	2.038	*
3	4.022	3.190	**
4	5.196	4.517	**

Figure 1.b.8	Spouse	Enlisted	USMC
Year Group	1985 mean	1992 mean	t-test
1	1.064	0.791	**
2	1.949	1.573	**
3	3.501	2.695	**
4	5.150	3.788	**

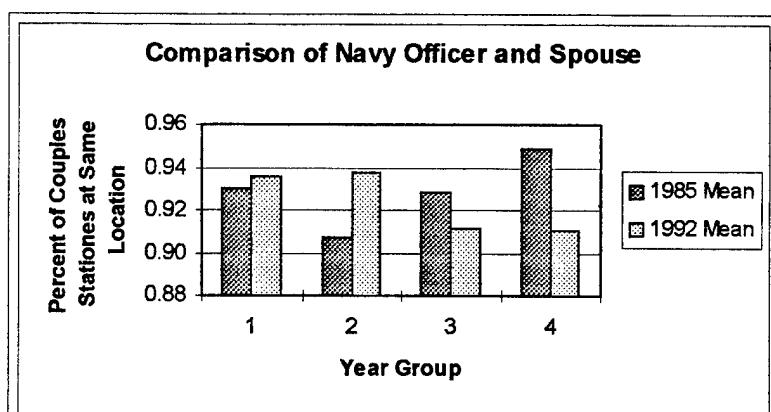
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Spouse's in general move less than their husband's. The pattern between officer's and enlisted personnel also holds for their spouse's, that of officer's spouse's moving more often than enlisted spouse's.

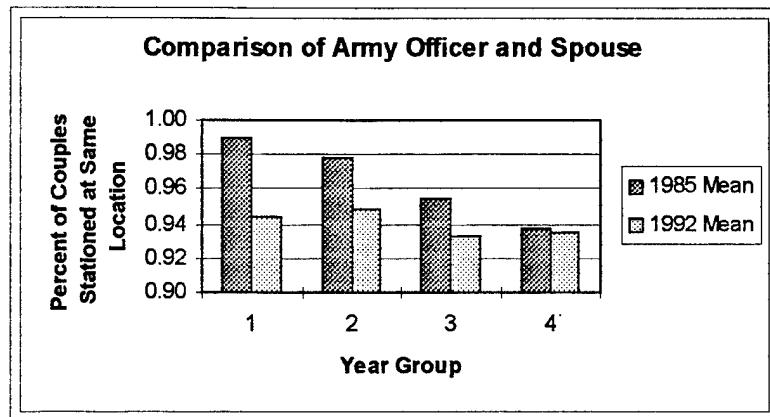
The next investigative question which relates to this research question is "How have the duration's of member and spouse separations changed? Figures 1.c.1 through 1.c.4 are a comparison of the percent of officer and spouse couples stationed at the same location in 1992 versus 1985.



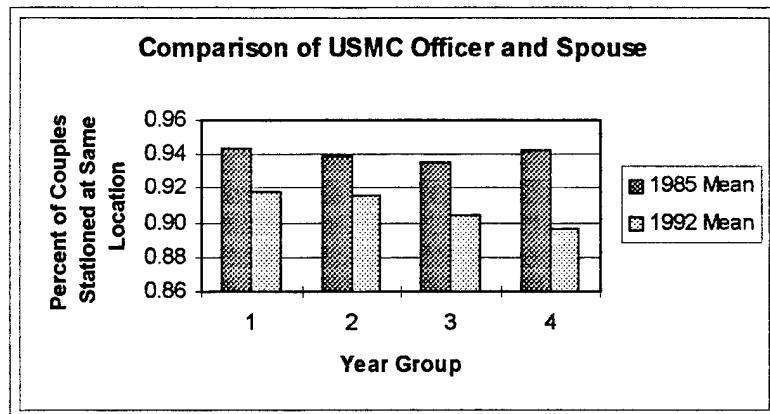
**Figure 1.c.1: Comparison of USAF Officer Couples Location**



**Figure 1.c.2: Comparison of Navy Officer Couples Location**



**Figure 1.c.3: Comparison of Army Officer Couples Location**



**Figure 1.c.4: Comparison of Army Officer Couples Location**

For all officer's and their spouse's there were no significant differences in the percentage of couples stationed at the same location.

Table 1.c.1-4 summarizes the results of the analysis for the percent of officer and spouse couples stationed at the same location in 1992 versus 1985.

**Table 1.c.1-4: Comparison of Officer Couples Location**

Figure 1.c.1 USAF Officer			
Year Group	1985 mean	1992 mean	t-test
1	0.9863	0.9673	
2	0.9428	0.9673	
3	0.9813	0.9650	
4	0.9629	0.9551	

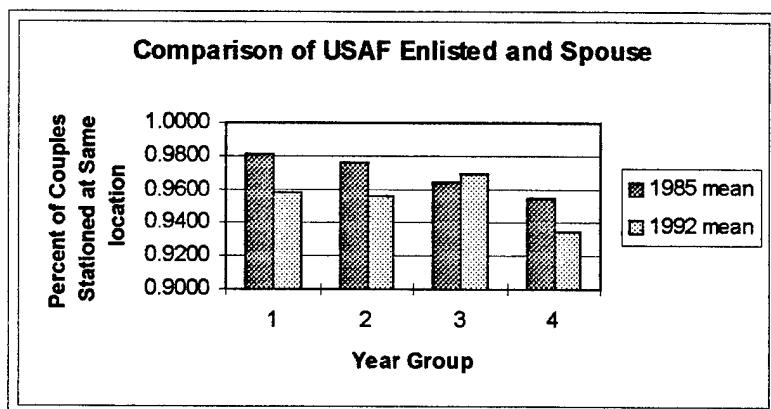
Figure 1.c.2 Navy Officer			
Year Group	1985 mean	1992 mean	t-test
1	0.9300	0.9354	
2	0.9066	0.9378	
3	0.9285	0.9114	
4	0.9490	0.9105	

Figure 1.c.3 Army Officer			
Year Group	1985 mean	1992 mean	t-test
1	0.9895	0.9442	
2	0.9776	0.9489	
3	0.9552	0.9322	
4	0.9368	0.9349	

Figure 1.c.4 USMC Officer			
Year Group	1985 mean	1992 mean	t-test
1	0.9435	0.9179	
2	0.9390	0.9153	
3	0.9354	0.9046	
4	0.9428	0.8956	

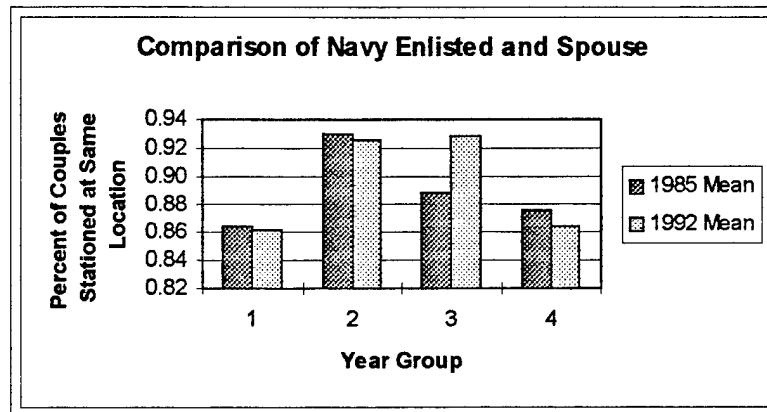
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 1.c.5 through 1.c.8 are a comparison of the percent of enlisted personnel and spouse couples stationed at the same location in 1992 versus 1985.



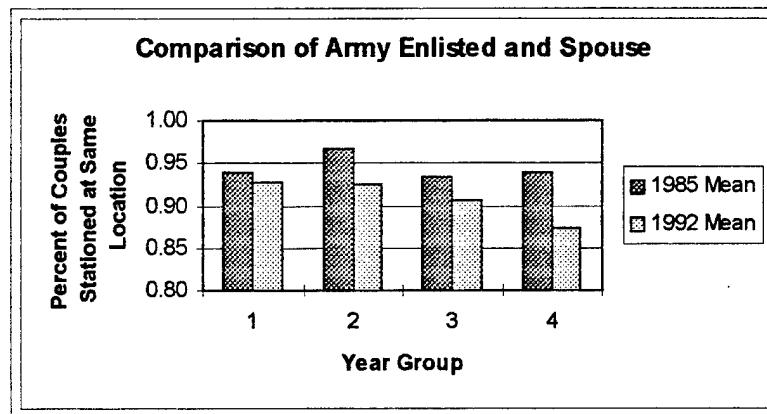
**Figure 1.c.5: Comparison of USAF Enlisted Couples Location**

There were no significant differences in the percent of couples stationed at the same location for USAF enlisted personnel and their spouse's.



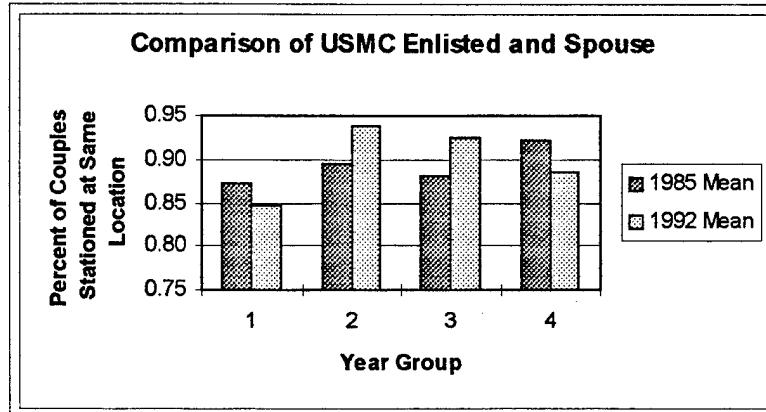
**Figure 1.c.6: Comparison of Navy Enlisted Couples Location**

For Navy enlisted personnel and their spouse's, the percent of couples stationed at the same location were greater for year group 3, and was significantly different at the 5% level.



**Figure 1.c.7: Comparison of Army Enlisted Couples Location**

For Army enlisted personnel and their spouse's , the percent of couples stationed at the same location was lower for year groups 2 and 4, and was significant at the 5% level.



**Figure 1.c.8: Comparison of USMC Enlisted Couples Location**

For USMC enlisted personnel and their spouse's, the percent of couples stationed at the same location was greater for year groups 2 and 3, and was significantly different at the 5% level.

Table 1.c.5-8 summarizes the results of the analysis for the percent of enlisted personnel and spouse couples stationed at the same location in 1992 versus 1985.

**Table 1.c.5-8: Comparison of Enlisted Couples Location**

Figure 1.c.5	USAF	Enlisted	
Year Group	1985 mean	1992 mean	t-test
1	0.9812	0.9589	
2	0.9765	0.9558	
3	0.9640	0.9687	
4	0.9545	0.9350	

Figure 1.c.6	Navy	Enlisted	
Year Group	1985 mean	1992 mean	t-test
1	0.8647	0.8616	
2	0.9298	0.9253	
3	0.8882	0.9280	*
4	0.8763	0.8644	

Figure 1.c.7	Army	Enlisted	
Year Group	1985 mean	1992 mean	t-test
1	0.9387	0.9282	
2	0.9668	0.9243	*
3	0.9339	0.9069	
4	0.9398	0.8727	*

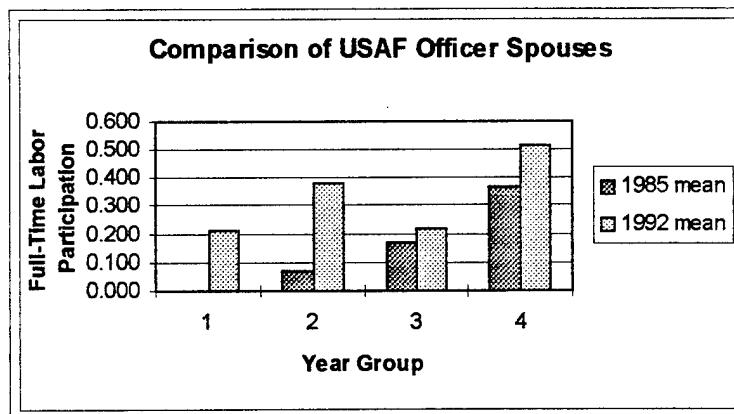
Figure 1.c.8	USMC	Enlisted	
Year Group	1985 mean	1992 mean	t-test
1	0.8722	0.8458	
2	0.8945	0.9385	*
3	0.8810	0.9256	*
4	0.9222	0.8854	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

There was no overall trend that could characterize the outcome of this analysis for all members and their spouse's. However, Army enlisted personnel and their spouse's

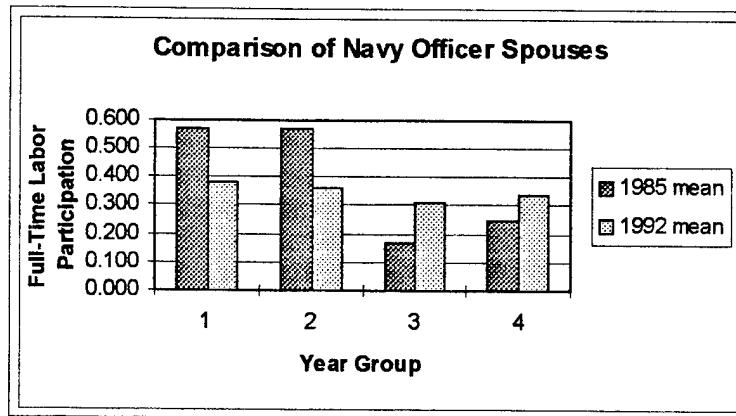
showed a trend towards a lower percentage of couples at the same location, and USMC enlisted personnel and their spouse's showed a greater percentage of couples at the same location.

There are two points to consider on the subject of couples not stationed at the same location. If a couple is not together, this may complicate child care arrangements and make it difficult for the female spouse to work. On the other hand, the couple may not be together because lower incidence of geographic mobility made it possible for the spouse to find a good job that she doesn't want to leave when her husband is reassigned. This leads to the question "of those couples that are at different locations, are there significant differences in the full-time labor force participation and tenure of the spouse?" Figures 1.d.1 through 1.d.4 are a comparison of spouse's full-time labor force participation for couples at different locations for officer's and spouse's between 1985 and 1992.



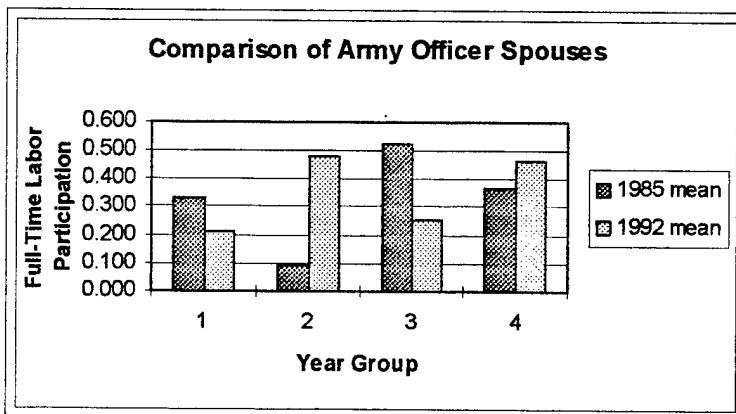
**Figure 1.d.1: Comparison of USAF Officer Spouse's Labor Participation**

Spouse's of USAF officer's in year group 2 showed higher full-time labor force participation for spouse's of couples at different locations. This difference was significant at the 5% level.



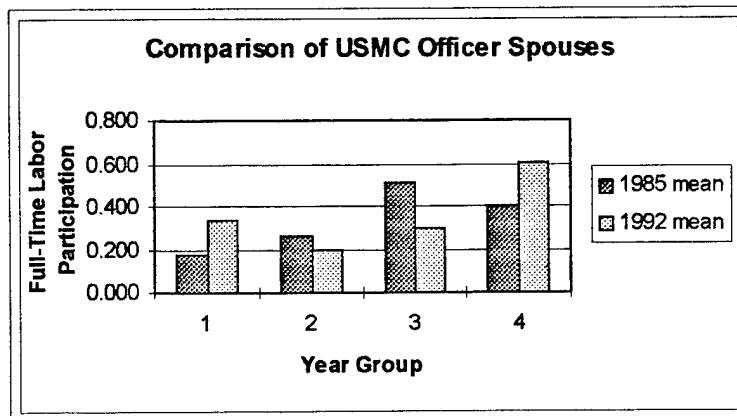
**Figure 1.d.2: Comparison of Navy Officer Spouse's Labor Participation**

There were no significant differences in the full-time labor force participation for spouse's of Navy officer couples at different locations.



**Figure 1.d.3: Comparison of Army Officer Spouse's Labor Participation**

There were no significant differences in the full-time labor force participation for spouse's of Army officer couples at different locations.



**Figure 1.d.4: Comparison of USMC Officer Spouse's Labor Participation**

There were no significant differences in the full-time labor force participation for spouse's of USMC officer couples at different locations.

Table 1.d.1-4 summarizes the results of the analysis for the full-time labor force participation for spouse's of officer couples at different locations.

**Table 1.d.1-4: Comparison of Officer Spouse's Labor Participation**

Figure 1.d.1	Spouse	Officer	USAF
Year Group	1985 mean	1992 mean	t-test
1	0.000	0.214	
2	0.071	0.381	*
3	0.167	0.217	
4	0.364	0.517	

Figure 1.d.2	Spouse	Officer	Navy
Year Group	1985 mean	1992 mean	t-test
1	0.571	0.379	
2	0.571	0.361	
3	0.167	0.314	
4	0.250	0.340	

Figure 1.d.3	Spouse	Officer	Army
Year Group	1985 mean	1992 mean	t-test
1	1.000	0.222	
2	0.250	0.476	
3	0.222	0.303	
4	0.243	0.311	

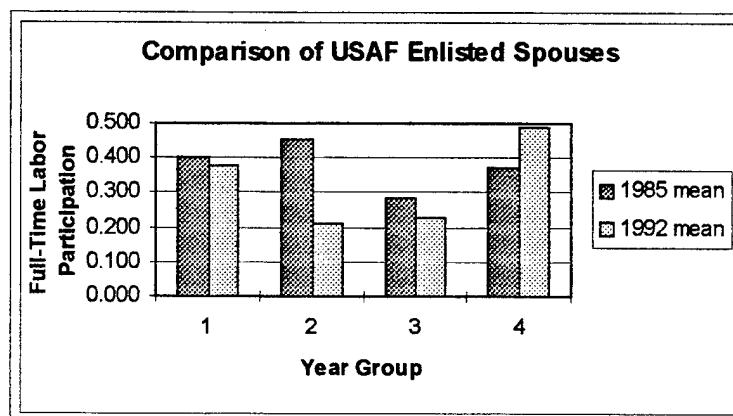
Figure 1.d.4	Spouse	Officer	USMC
Year Group	1985 mean	1992 mean	t-test
1	0.286	0.318	
2	0.333	0.333	
3	0.200	0.364	
4	0.300	0.421	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Except for USAF officer spouse's in year group 2, there were no significant differences in the full-time labor force participation for spouse's of officer couples at

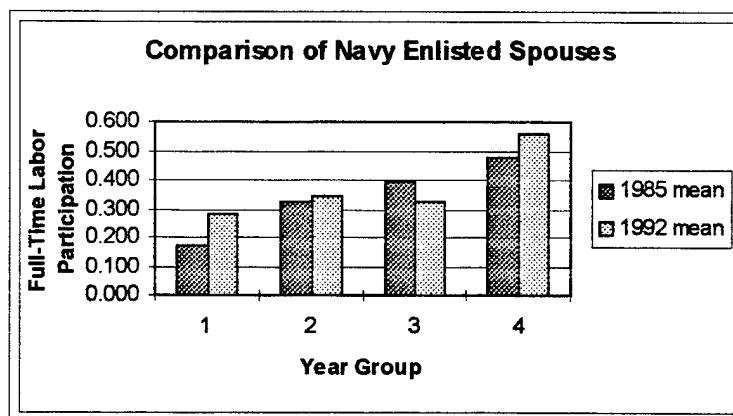
different locations. There was also no particular trend towards more or less full-time labor force participation.

Figures 1.d.5 through 1.d.8 are a comparison of spouse's full-time labor force participation for couples at different locations for enlisted personnel and spouse's between 1985 and 1992.



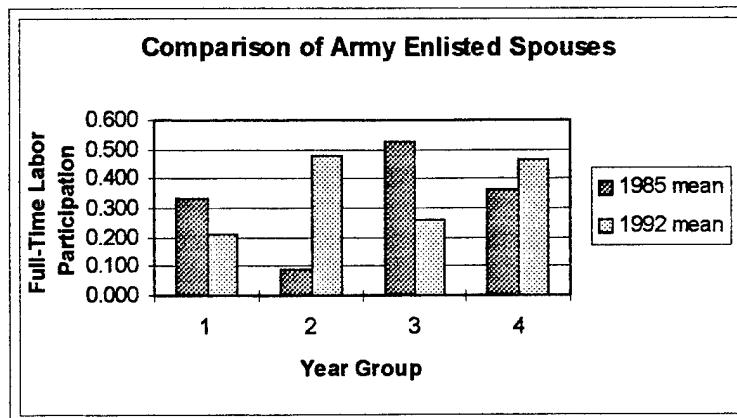
**Figure 1.d.5: Comparison of USAF Enlisted Spouse's Labor Participation**

There were no significant differences in the full-time labor force participation for spouse's of USAF enlisted couples at different locations.



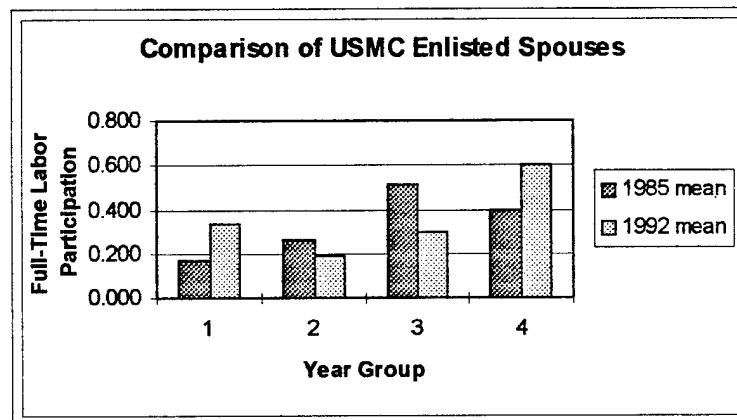
**Figure 1.d.6: Comparison of Navy Enlisted Spouse's Labor Participation**

There were no significant differences in the full-time labor force participation for spouse's of Navy enlisted couples at different locations.



**Figure 1.d.7: Comparison of Army Enlisted Spouse's Labor Participation**

Spouse's of Army enlisted personnel in year group 2 showed a significantly higher full-time labor force participation for spouse's of couples at different locations, while year group 3 showed significantly lower full-time labor force participation. These differences were significant at the 5% level.



**Figure 1.d.8: Comparison of USMC Enlisted Spouse's Labor Participation**

There were no significant differences in the full-time labor force participation for spouse's of Army enlisted couples at different locations.

Table 1.d.5-8 summarizes the results of the analysis for the full-time labor force participation for spouse's of enlisted personnel couples at different locations.

**Table 1.d.5-8: Comparison of Enlisted Spouse's Labor Participation**

Figure 1.d.5	Spouse	Enlisted	USAF
Year Group	1985 mean	1992 mean	t-test
1	0.400	0.377	
2	0.455	0.208	
3	0.286	0.227	
4	0.375	0.488	

Figure 1.d.6	Spouse	Enlisted	Navy
Year Group	1985 mean	1992 mean	t-test
1	0.174	0.286	
2	0.323	0.343	
3	0.395	0.325	
4	0.478	0.557	

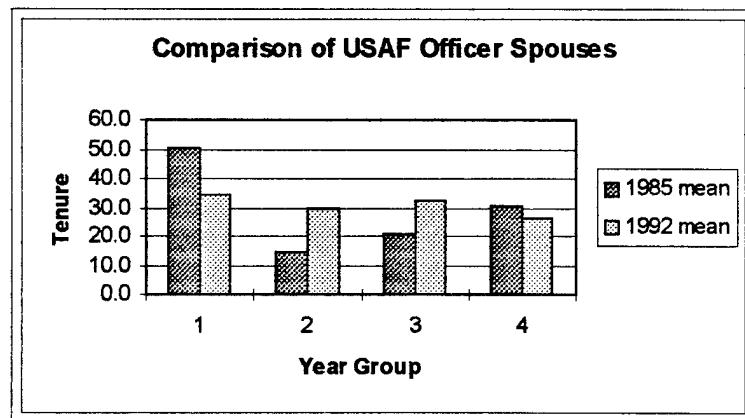
Figure 1.d.7	Spouse	Enlisted	Army
Year Group	1985 mean	1992 mean	t-test
1	0.333	0.214	
2	0.091	0.478	*
3	0.524	0.257	*
4	0.364	0.465	

Figure 1.d.8	Spouse	Enlisted	USMC
Year Group	1985 mean	1992 mean	t-test
1	0.174	0.333	
2	0.259	0.192	
3	0.514	0.296	
4	0.400	0.606	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

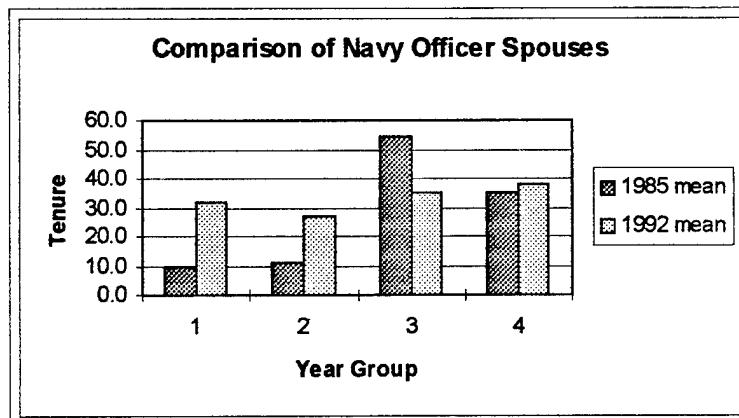
Except for Army enlisted personnel spouse's in year groups 2 and 3, there were no significant differences in the full-time labor force participation for spouse's of enlisted personnel couples at different locations. There was also no particular trend towards more or less full-time labor force participation.

Figures 1.e.1 through 1.e.4 are a comparison of spouse's tenure for couples at different locations for officer's and spouse's between 1985 and 1992.



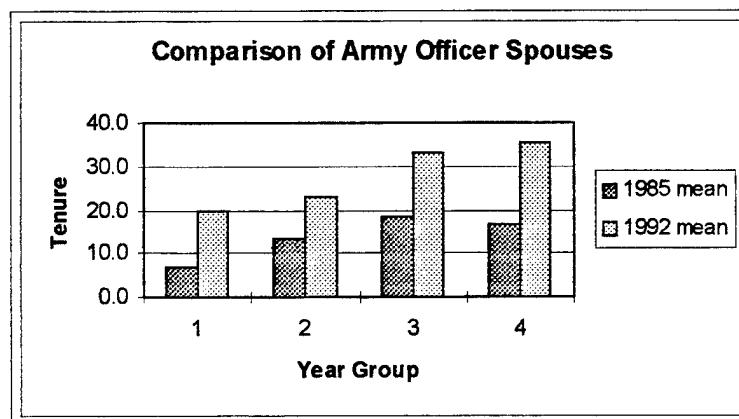
**Figure 1.e.1: Comparison of USAF Officer Spouse's Tenure**

There were no significant differences in tenure for spouse's of USAF officer couples at different locations.



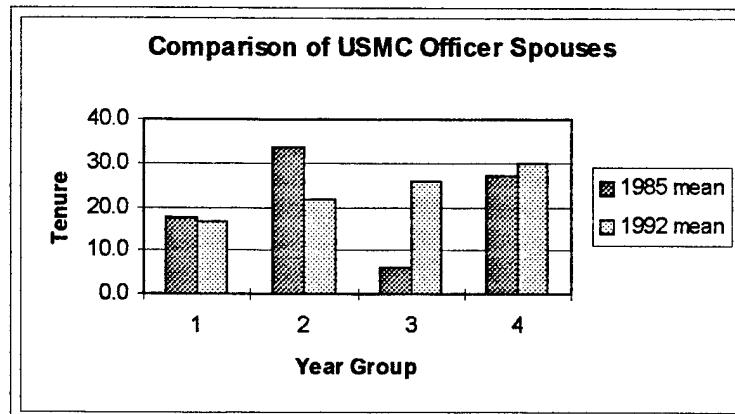
**Figure 1.e.2: Comparison of Navy Officer Spouse's Tenure**

There were no significant differences in tenure for spouse's of Navy officer couples at different locations.



**Figure 1.e.3: Comparison of Army Officer Spouse's Tenure**

There were no significant differences in tenure for spouse's of Army officer couples at different locations.



**Figure 1.e.4: Comparison of USMC Officer Spouse's Tenure**

There were no significant differences in tenure for spouse's of USMC officer couples at different locations.

Table 1.e.1-4 summarizes the results of the analysis for the job tenure of spouse's of officer couples at different locations.

**Table 1.e.1-4: Comparison of Officer Spouse's Tenure**

Figure 1.e.1	Spouse	Officer	USAF
Year Group	1985 mean	1992 mean	t-test
1	50.5	34.6	
2	14.3	29.7	
3	20.8	32.6	
4	30.4	26.5	

Figure 1.e.2	Spouse	Officer	Navy
Year Group	1985 mean	1992 mean	t-test
1	9.8	31.9	
2	10.7	26.8	
3	54.3	35.1	
4	35.4	38.0	

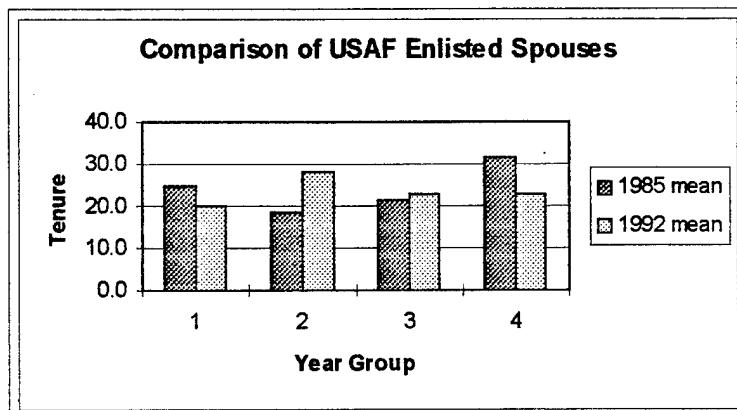
Figure 1.e.3	Spouse	Officer	Army
Year Group	1985 mean	1992 mean	t-test
1	7.0	19.6	
2	13.5	23.0	
3	18.2	32.9	
4	16.7	35.5	

Figure 1.e.4	Spouse	Officer	USMC
Year Group	1985 mean	1992 mean	t-test
1	17.7	16.6	
2	33.8	21.8	
3	6.0	25.6	
4	27.2	30.0	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

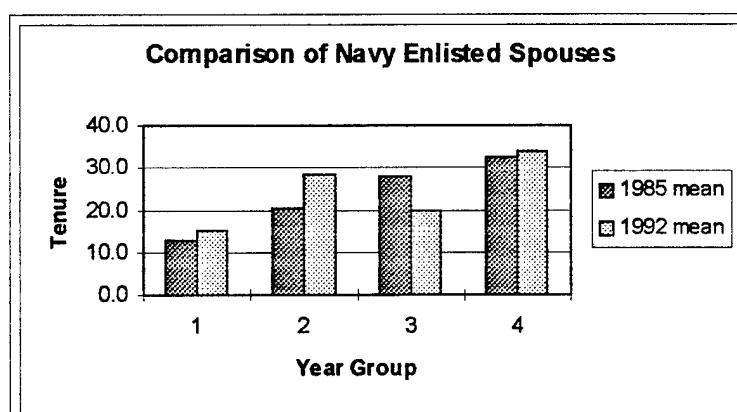
There were no significant differences in job tenure for spouse's of officer couples at different locations.

Figures 1.e.5 through 1.e.8 are a comparison of spouse's tenure for couples at different locations for enlisted personnel and spouse's between 1985 and 1992.



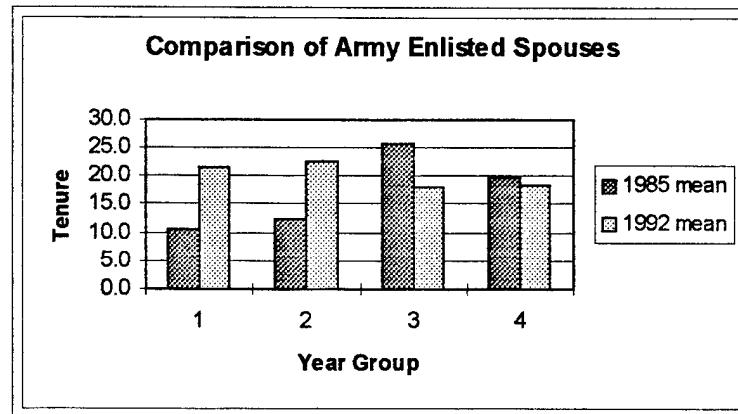
**Figure 1.e.5: Comparison of USAF Enlisted Spouse's Tenure**

There were no significant differences in job tenure of spouse's of USAF enlisted personnel for couples at different locations.



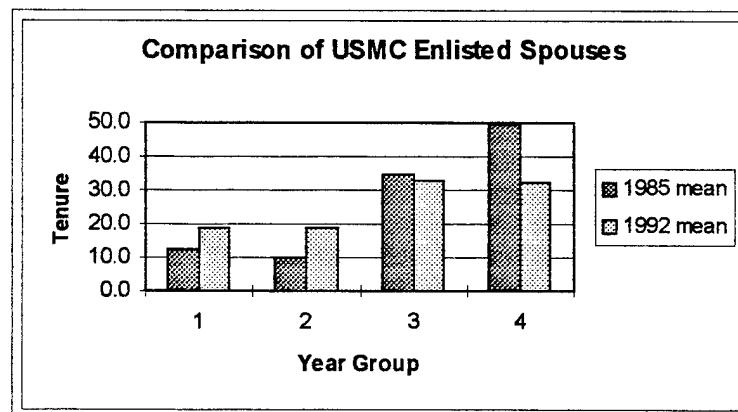
**Figure 1.e.6: Comparison of Navy Enlisted Spouse's Tenure**

There were no significant differences in job tenure of spouse's of Navy enlisted personnel for couples at different locations.



**Figure 1.e.7: Comparison of Army Enlisted Spouse's Tenure**

There were no significant differences in job tenure of spouse's of Army enlisted personnel for couples at different locations.



**Figure 1.e.8: Comparison of USMC Enlisted Spouse's Tenure**

There were no significant differences in job tenure of spouse's of USMC enlisted personnel for couples at different locations.

Table 1.e.5-8 summarizes the results of the analysis for the job tenure of spouse's of officer couples at different locations.

**Table 1.e.5-8: Comparison of Enlisted Spouse's Tenure**

Figure 1.e.5	Spouse	Enlisted	USAF
Year Group	1985 mean	1992 mean	t-test
1	57.0	19.8	
2	18.5	28.0	
3	21.7	22.8	
4	31.6	23.0	

Figure 1.e.6	Spouse	Enlisted	Navy
Year Group	1985 mean	1992 mean	t-test
1	12.8	15.2	
2	20.3	28.4	
3	28.0	19.8	
4	32.4	33.8	

Figure 1.e.7	Spouse	Enlisted	Army
Year Group	1985 mean	1992 mean	t-test
1	10.7	21.5	
2	12.5	22.6	
3	25.7	18.1	
4	19.6	18.2	

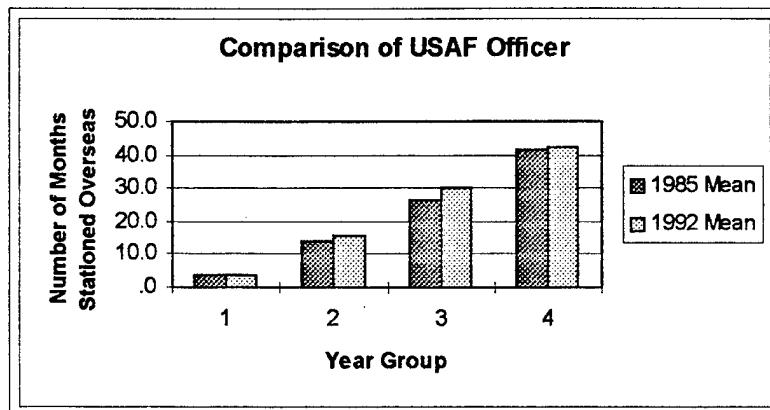
Figure 1.e.8	Spouse	Enlisted	USMC
Year Group	1985 mean	1992 mean	t-test
1	12.6	19.1	
2	10.2	18.6	
3	34.6	33.1	
4	49.4	32.6	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

There were no significant differences in job tenure for spouse's of enlisted personnel couples at different locations.

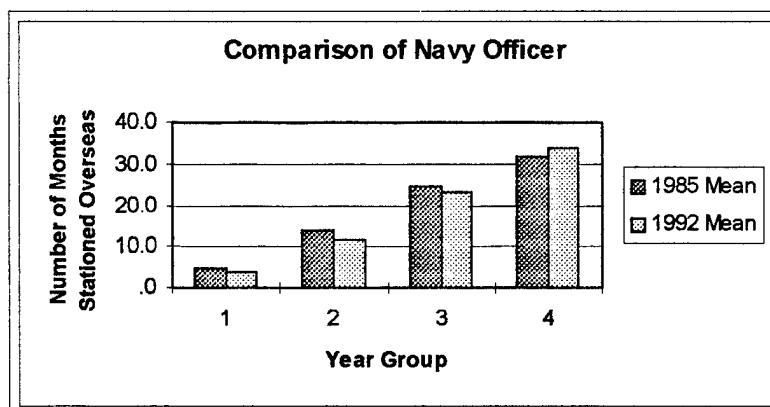
The results of the analysis on full-time labor force participation and job tenure for spouse's of couples at different locations was inconclusive at best. One of the problems encountered with this analysis was the small sample size of couples at different locations from the 1985 data set. For tenure, the sample size per year group ranged from 1 to 23. For full-time labor force participation the sample size per year group ranged from 1 to 54. These small sample sizes led to skewed means and large standard deviations which made testing for significant differences of means difficult.

The next investigative question which relates to this research question is "Has the number of months stationed overseas per career changed?" Figures 1.f.1 through 1.f.4 are a comparison of the number of months stationed overseas for officer's between 1985 and 1992.



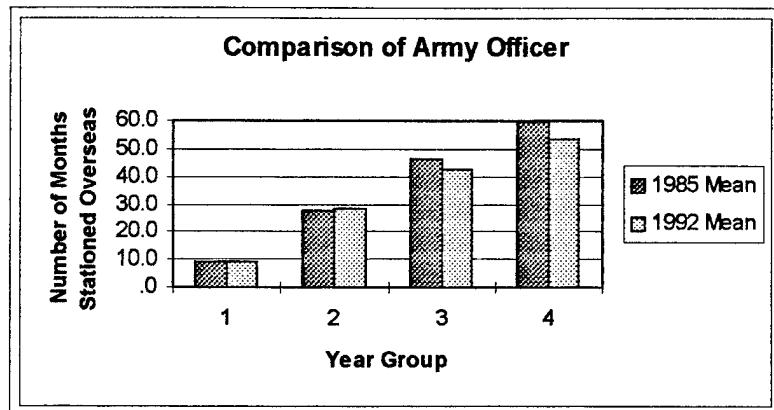
**Figure 1.f.1: Comparison of USAF Officer Time Overseas**

For USAF officer's, year group 3 showed an increase in the number of months stationed overseas significant at the 5% level.



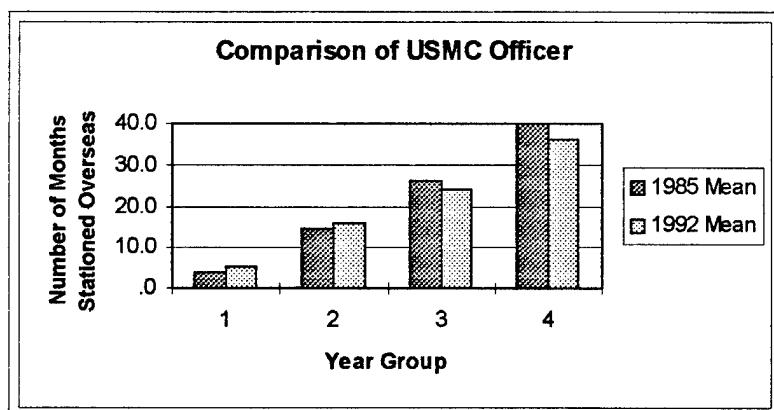
**Figure 1.f.2: Comparison of Navy Officer Time Overseas**

There were no significant differences in terms of months stationed overseas for Naval officer's.



**Figure 1.f.3: Comparison of Army Officer Time Overseas**

A comparison of Army officer's showed a decrease in numbers of months stationed overseas significant at the 1% level for year group 4.



**Figure 1.f.4: Comparison of USMC Officer Time Overseas**

For USMC officer's, members in year group 1 showed an increase in the number of months stationed overseas significant at the 5% level.

The overall t-tests for number of months an officer was stationed overseas showed no real trends towards either more or less time spent stationed overseas.

Table 1.f.1-4 summarizes the results of the analysis on the comparison of the number of months stationed overseas for officer's between 1985 and 1992.

**Table 1.f.1-4: Comparison of Officer Time Overseas**

Figure 1.f.1	USAF	Officer	
Year Group	1985 mean	1992 mean	t-test
1	3.5	3.6	
2	13.7	15.7	
3	26.5	30.4	*
4	41.3	42.0	

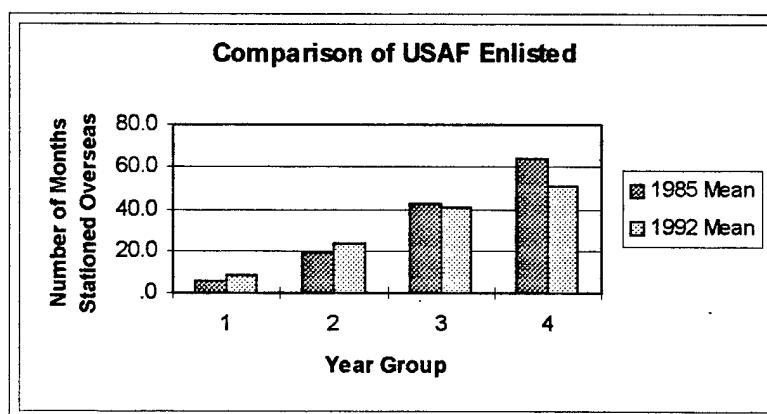
Figure 1.f.2	Navy	Officer	
Year Group	1985 mean	1992 mean	t-test
1	5.0	4.1	
2	14.0	11.6	
3	24.7	23.0	
4	31.6	33.6	

Figure 1.f.3	Army	Officer	
Year Group	1985 mean	1992 mean	t-test
1	9.4	9.3	
2	27.4	27.9	
3	46.0	42.7	
4	60.0	53.6	**

Figure 1.f.4	USMC	Officer	
Year Group	1985 mean	1992 mean	t-test
1	3.8	5.4	*
2	14.3	15.7	
3	26.2	24.2	
4	39.8	36.3	

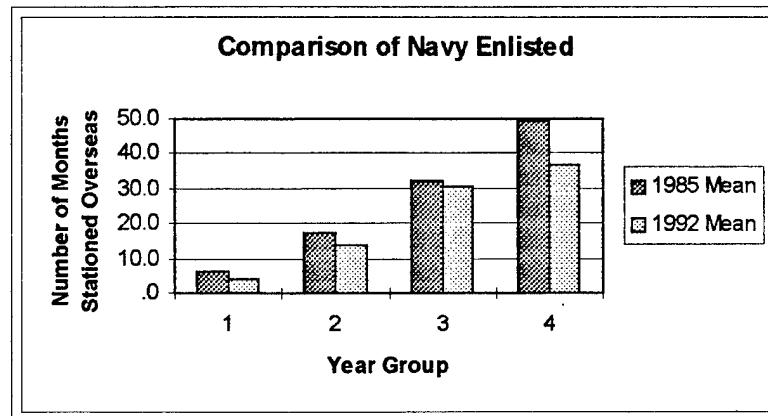
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 1.f.5 through 1.f.8 are a comparison of the number of months stationed overseas for enlisted personnel between 1985 and 1992.



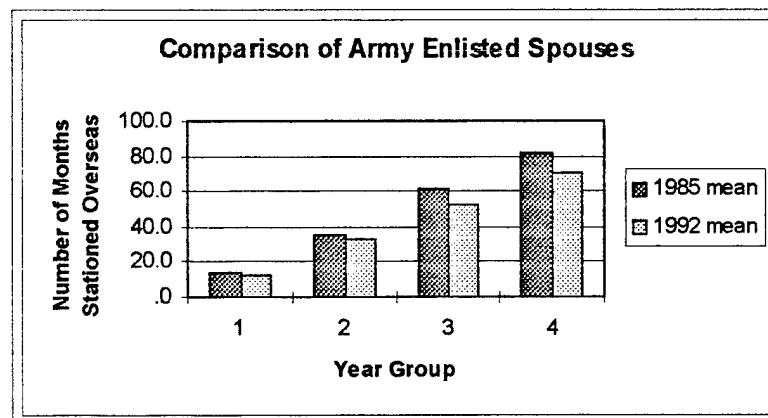
**Figure 1.f.5: Comparison of USAF Enlisted Time Overseas**

Statistical analysis for USAF enlisted personnel showed that members in year groups 1 and 2 spent significantly more time stationed overseas (significant to the 5% and 1% levels respectively). Year group 4 spent less time stationed overseas significant at the 1% level.



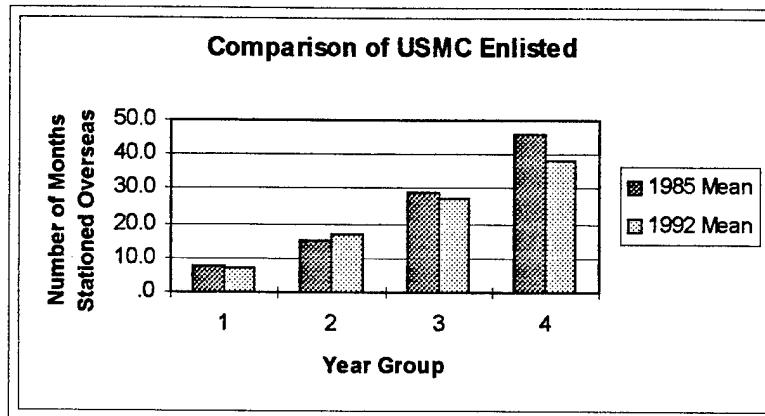
**Figure 1.f.6: Comparison of Navy Enlisted Time Overseas**

Analysis for Navy enlisted personnel showed that year groups 2 and 4 spent less time stationed overseas, significant at the 1% level, than they did previously.



**Figure 1.f.7: Comparison of Army Enlisted Time Overseas**

For Navy enlisted personnel, the number of months stationed overseas was significantly lower at the 1% level for members in year groups 3 and 4.



**Figure 1.f.8: Comparison of USMC Enlisted Time Overseas**

For USMC enlisted personnel, the number of months members in year group 4 spent overseas was significantly lower at the 1% level.

Table 1.f.5-8 summarizes the results of the analysis on the comparison of the number of months stationed overseas for enlisted personnel between 1985 and 1992.

**Table 1.f.5-8: Comparison of Enlisted Time Overseas**

Figure 1.f.5	USAF	Enlisted	
Year Group	1985 mean	1992 mean	t-test
1	5.9	8.1	*
2	19.2	23.4	**
3	42.8	40.6	
4	64.0	50.9	**

Figure 1.f.6	Navy	Enlisted	
Year Group	1985 mean	1992 mean	t-test
1	6.2	4.3	
2	17.3	13.7	**
3	32.0	30.3	
4	49.3	37.0	**

Figure 1.f.7	Army	Enlisted	
Year Group	1985 mean	1992 mean	t-test
1	13.1	12.1	
2	35.5	32.6	
3	61.2	52.0	**
4	82.2	70.1	**

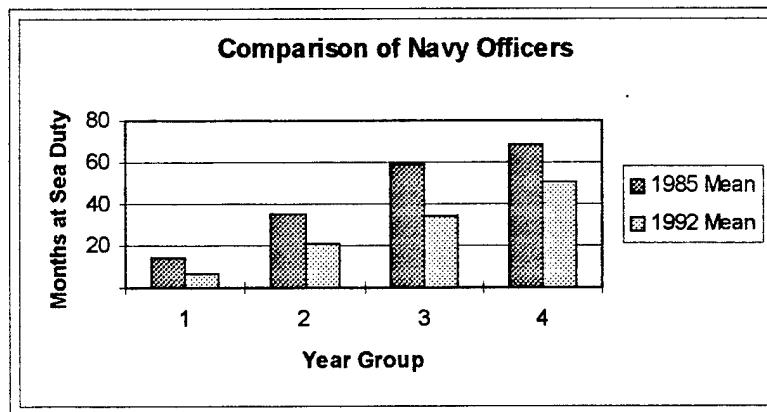
Figure 1.f.8	USMC	Enlisted	
Year Group	1985 mean	1992 mean	t-test
1	7.4	7.1	
2	15.1	16.7	
3	29.2	27.4	
4	45.8	38.5	**

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

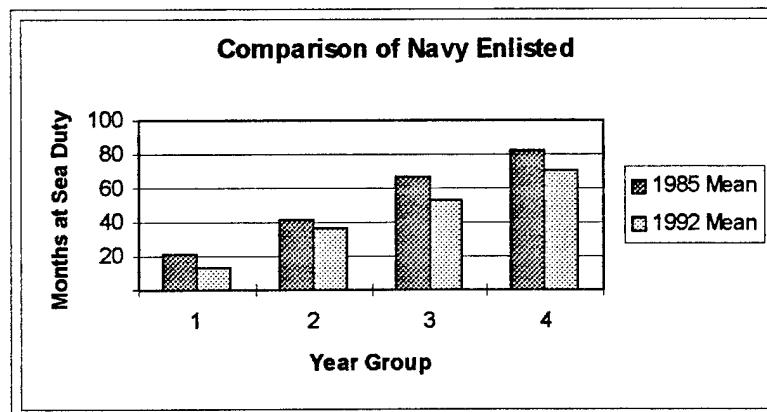
The overall results of this analysis were mixed with a tendency for military members towards fewer months stationed overseas per career. USAF officer's in year group 3, USAF enlisted personnel in year groups 1 and 2, and USMC officer's in year

group 1 showed an increase in the number of months spent overseas. Army officer's in year group 4, Army enlisted personnel in year groups 3 and 4, Air Force enlisted in year group 4, Navy enlisted in year groups 2 and 4, and USMC enlisted in year group 4 all showed fewer months stationed overseas per career in 1992 than in 1985.

The last investigative question which relates to this research question is "Has the number of months spent at sea duty per career changed for Naval and Marine Corps personnel?" Figures 1.g.1 and 1.g.2 are a comparison of the numbers of months spent at sea duty per career for Naval personnel.



**Figure 1.g.1: Comparison of Navy Officers Months at Sea Duty**



**Figure 1.g.2: Comparison of Navy Enlisted Months at Sea Duty**

For both Naval officer's and enlisted personnel of each year group, the number of months spent at sea duty was lower, significant at the 1% level.

On average, officer's in 1992 spent 40% less time at sea than in 1985, while enlisted personnel spent 21% less time at sea. enlisted personnel in 1985 spent on average 18% more time at sea than officer's. In 1992 they spent on average 38% more time at sea than officer's.

Table 1.g.1-2 summarizes the results of the analysis on the numbers of months spent at sea duty per career for Naval personnel.

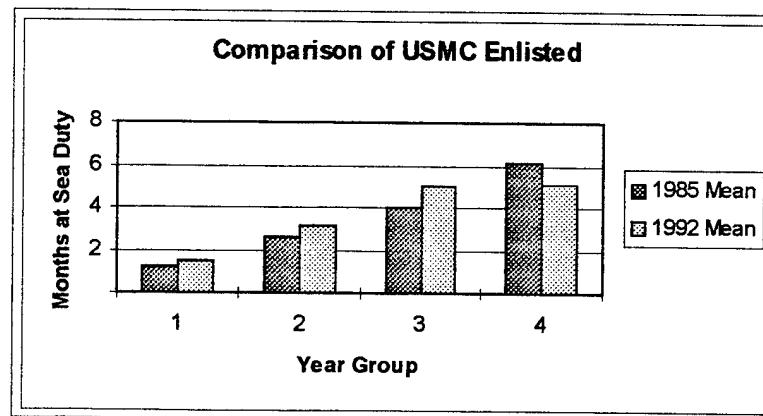
**Table 1.g.1-2: Comparison Naval Personnel Months at Sea Duty**

Figure 1.g.1	Navy	Officer	
Year Group	1985 mean	1992 mean	t-test
1	14.60	7.14	**
2	35.07	20.57	**
3	59.03	34.38	**
4	69.04	50.40	**

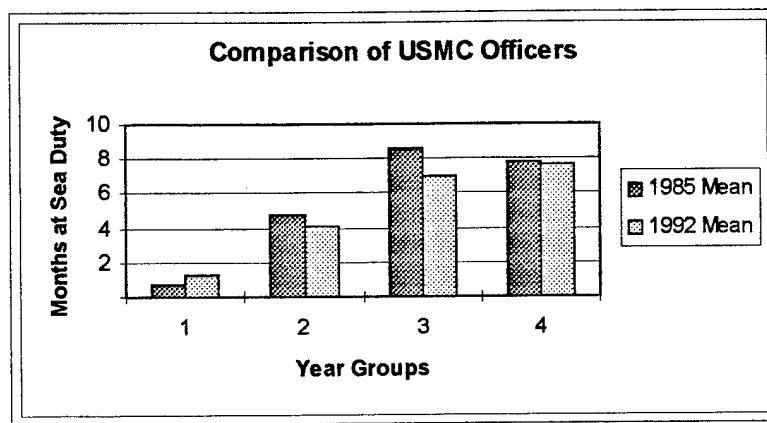
Figure 1.g.2	Navy	Enlisted	
Year Group	1985 mean	1992 mean	t-test
1	20.78	13.52	**
2	41.44	36.38	**
3	66.91	53.03	**
4	82.77	70.11	**

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 1.g.3 and 1.g.4 are a comparison of the numbers of months spent at sea duty per career for Marine Corps personnel.



**Figure 1.g.3: Comparison of USMC Officer Months at Sea Duty**



**Figure 1.g.4: Comparison of USMC Enlisted Months at Sea Duty**

For both USMC officer's and enlisted personnel, there was no significant difference in the number of months spent at sea duty between 1985 and 1992.

Table 1.g.3-4 summarizes the results of the analysis on the numbers of months spent at sea duty per career for Marine Corps personnel.

**Table 1.g.3-4: Comparison USMC Personnel Months at Sea Duty**

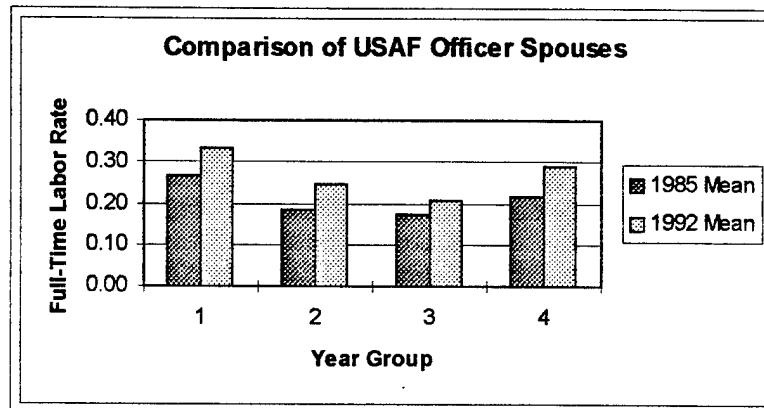
Figure 1.g.3	Marine Officer		
Year Group	1985 mean	1992 mean	t-test
1	.75	1.30	
2	4.76	4.11	
3	8.60	6.98	
4	7.77	7.63	

Figure 1.g.4	Marine Enlisted		
Year Group	1985 mean	1992 mean	t-test
1	1.19	1.52	
2	2.56	3.19	
3	3.99	5.03	
4	6.17	5.09	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

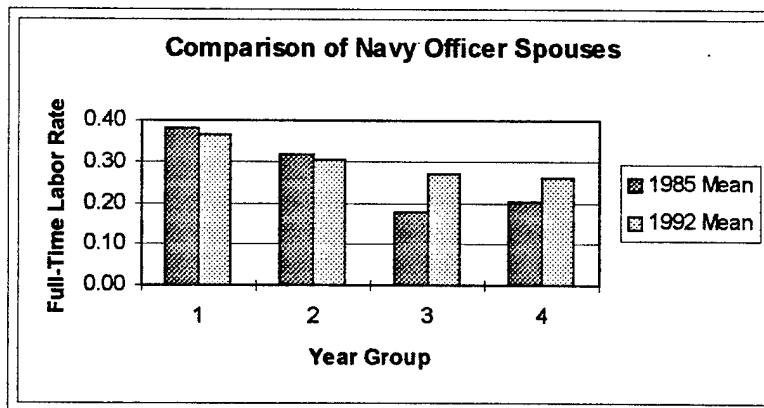
The results of statistical analysis investigating changes in mobility of the military family between 1985 and 1992 were characterized by a significant reduction in the number of moves per career of the military member for both member and spouse. Additionally, there was a tendency towards more home-basing of forces (that is, fewer months stationed overseas), and reduced time at sea duty for Naval personnel.

The second research question is "How Has the Labor Force Participation of the Military Family Changed from 1985 to 1992?". The first investigative question which relates to this research question is "How has the labor force participation for the military spouse changed?" Figures 2.a.1 through 2.a.4 are a comparison of the percentage of full-time labor force participation of officer spouse's between 1985 and 1992.



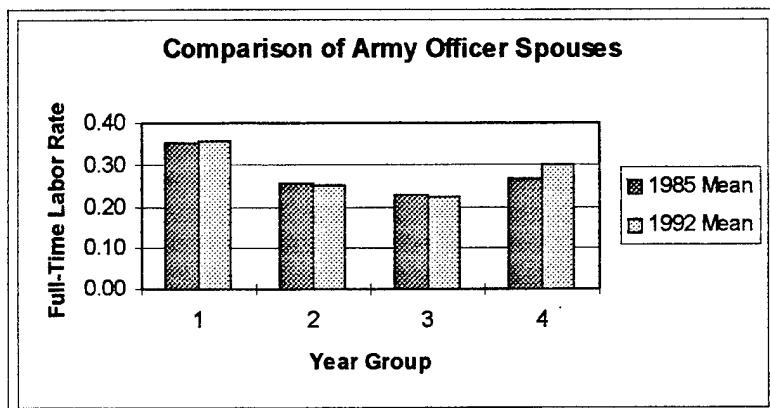
**Figure 2.a.1: Comparison of USAF Officer Spouse's Full-Time Labor**

For the spouse's of USAF officer's, year groups 2 and 4 showed an increase in the full-time labor rate significant at the 5% level.

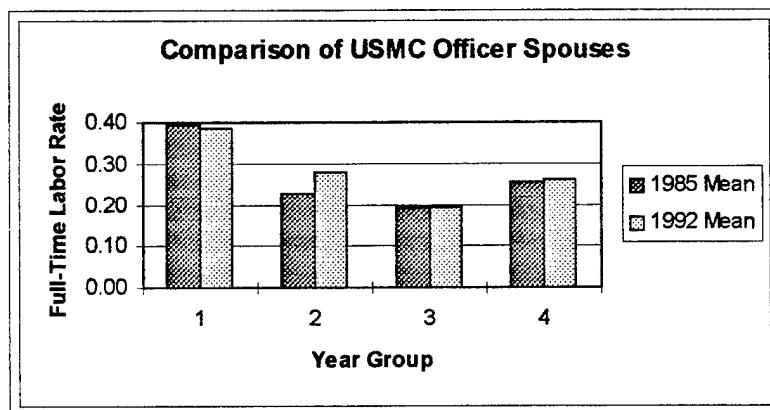


**Figure 2.a.2: Comparison of Navy Officer Spouse's Full-Time Labor**

For Navy officer spouse's, year group 3 showed an increase in the rate of full-time employment significant at the 1% level.



**Figure 2.a.3: Comparison of Army Officer Spouse's Full-Time Labor**



**Figure 2.a.4: Comparison of USMC Officer Spouse's Full-Time Labor**

For the spouse's of Army and USMC officer's, there were no significant changes in the rate of full-time employment.

Table 2.a.1-4 summarizes the results of the analysis on the percentage of full-time labor force participation of officer spouse's between 1985 and 1992.

**Table 2.a.1-4: Comparison of Officer Spouse's Full-Time Labor**

Figure 2.a.1	Spouse	Officer	USAF
Year Group	1985 Mean	1992 Mean	t-test
1	0.27	0.33	
2	0.18	0.24	*
3	0.17	0.21	
4	0.22	0.29	*

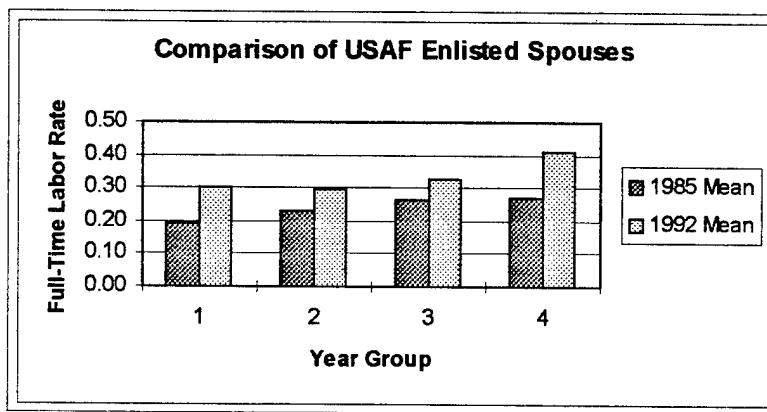
Figure 2.a.2	Spouse	Officer	Navy
Year Group	1985 Mean	1992 Mean	t-test
1	0.38	0.36	
2	0.32	0.30	
3	0.18	0.27	**
4	0.20	0.26	

Figure 2.a.3	Spouse	Officer	Army
Year Group	1985 Mean	1992 Mean	t-test
1	0.35	0.36	
2	0.26	0.25	
3	0.23	0.22	
4	0.26	0.30	

Figure 2.a.4	Spouse	Officer	USMC
Year Group	1985 Mean	1992 Mean	t-test
1	0.40	0.38	
2	0.23	0.28	
3	0.19	0.19	
4	0.26	0.26	

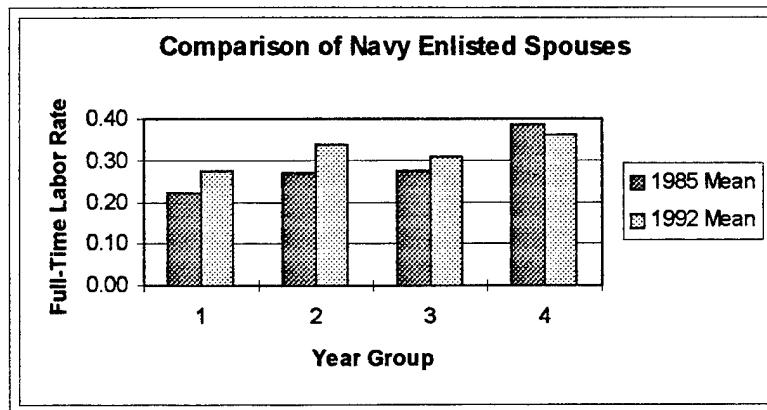
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 2.a.5 through 2.a.8 are a comparison of the percentage of full-time labor force participation of enlisted personnel spouse's between 1985 and 1992.



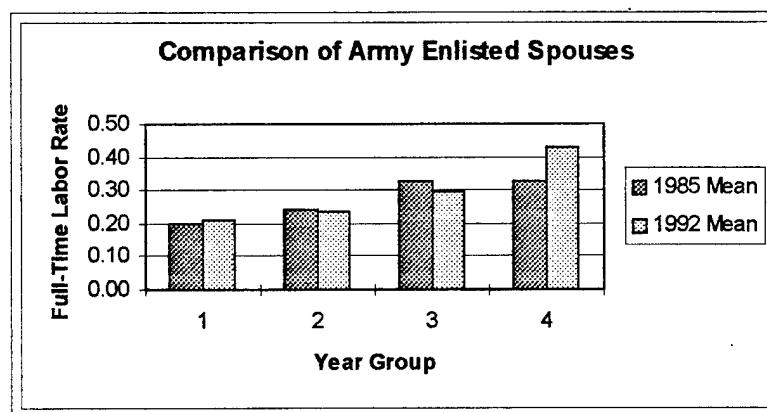
**Figure 2.a.5: Comparison of USAF Enlisted Spouse's Full-Time Labor**

For spouse's of USAF enlisted personnel, year groups 1 and 4 showed a significantly higher rate of full-time employment significant at the 1% level, while year groups 2 and 3 were significant at the 5% level.



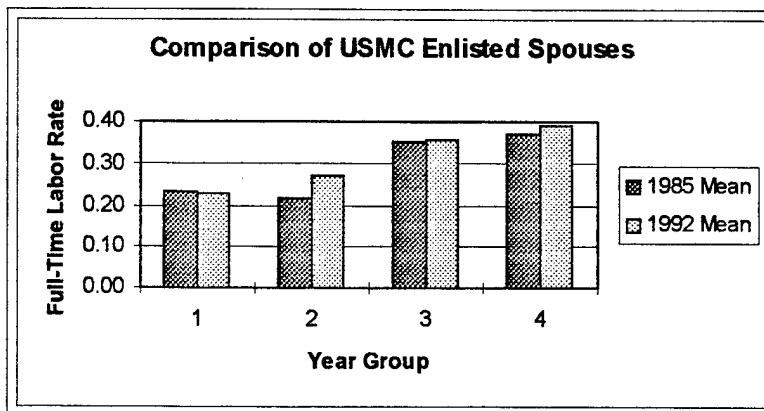
**Figure 2.a.6: Comparison of Navy Enlisted Spouse's Full-Time Labor**

Spouse's of Navy enlisted personnel in year group 2 showed a greater rate of full-time employment, significant at the 5% level.



**Figure 2.a.7: Comparison of Army Enlisted Spouse's Full-Time Labor**

Spouse's of Army enlisted personnel in year group 4 showed a greater rate of full-time employment, significant at the 5% level.



**Figure 2.a.8: Comparison of USMC Enlisted Spouse's Full-Time Labor**

There were no significant changes in the rate of full-time employment for the spouse's of USMC enlisted personnel.

Table 2.a.5-8 summarizes the results of the analysis on the percentage of full-time labor force participation of enlisted personnel spouse's between 1985 and 1992.

**Table 2.a.5-8: Comparison of Enlisted Spouse's Full-Time Labor**

Figure 2.a.5	Spouse	Enlisted	USAF
Year Group	1985 Mean	1992 Mean	t-test
1	0.19	0.30	**
2	0.23	0.29	*
3	0.26	0.33	*
4	0.27	0.41	**

Figure 2.a.6	Spouse	Enlisted	Navy
Year Group	1985 Mean	1992 Mean	t-test
1	0.22	0.28	
2	0.27	0.34	*
3	0.27	0.31	
4	0.39	0.36	

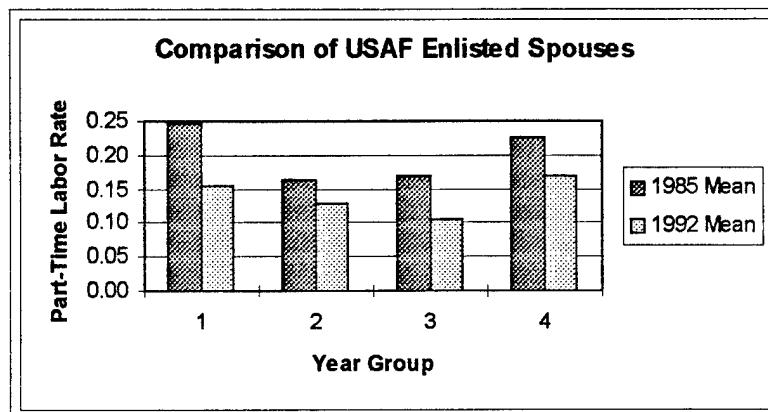
Figure 2.a.7	Spouse	Enlisted	Army
Year Group	1985 Mean	1992 Mean	t-test
1	0.20	0.21	
2	0.24	0.24	
3	0.33	0.29	
4	0.32	0.43	*

Figure 2.a.8	Spouse	Enlisted	USMC
Year Group	1985 Mean	1992 Mean	t-test
1	0.23	0.23	
2	0.22	0.27	
3	0.35	0.36	
4	0.37	0.39	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

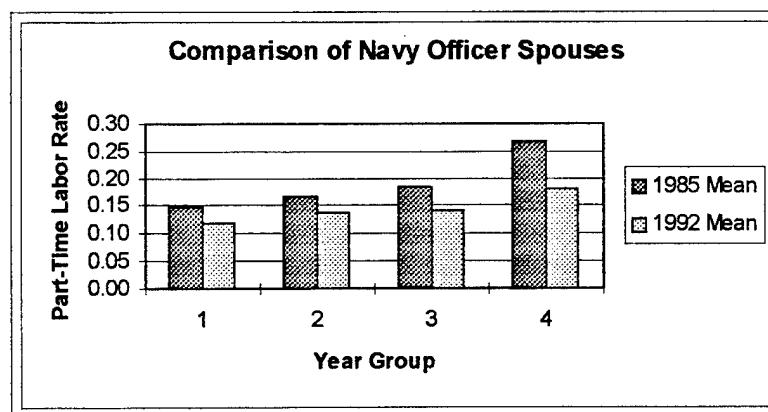
Although not universal across each service and year group, significant differences in the rate of full-time employment for spouse's were all towards an increased rate of full-time employment.

The next investigative question which relates to this research question is "How has the rate of part-time employment for military spouse's changed?" Figures 2.b.1 through 2.b.8 are a comparison of the part-time labor force participation of spouse's between 1985 and 1992.



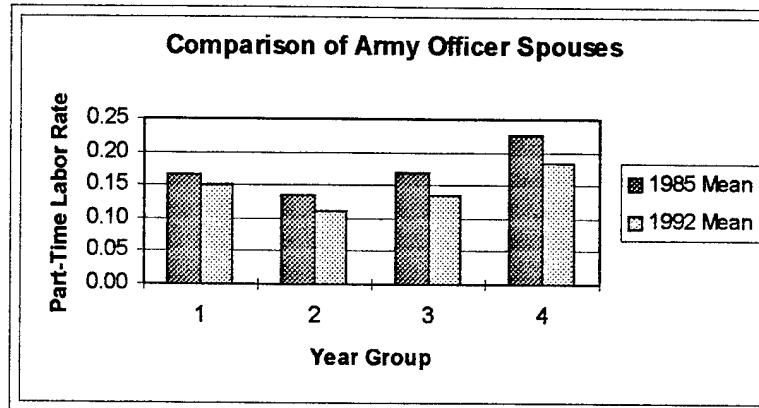
**Figure 2.b.1: Comparison of USAF Officer Spouse's Part-Time Labor**

For spouse's of USAF officer's, part-time labor rates for year groups 1 and 4 were significantly lower at the 5% level, and year group 3 was significantly lower at the 1% level.



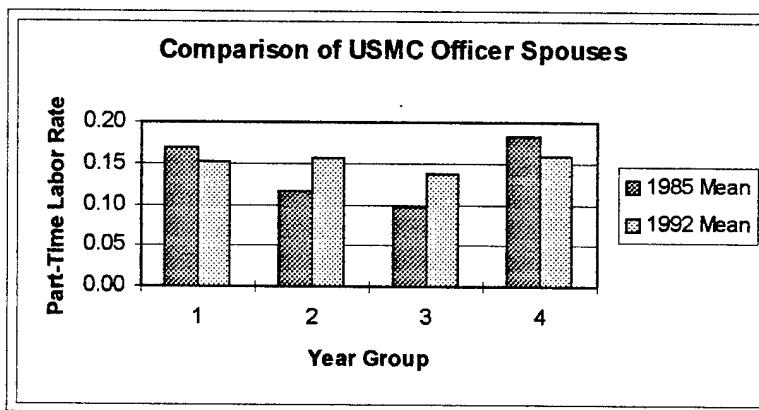
**Figure 2.b.2: Comparison of Navy Officer Spouse's Part-Time Labor**

For spouse's of Navy officer's, part-time labor rates for those in year group 4 were significantly lower at the 5% level.



**Figure 2.b.3: Comparison of Army Officer Spouse's Part-Time Labor**

For spouse's of Army officer's, although part-time labor rates for each year group tended to be lower, these differences were not significant.



**Figure 2.b.4: Comparison of USMC Officer Spouse's Part-Time Labor**

There were no significant differences in part-time labor rates for spouse's of USMC officer's.

Table 2.b.1-4 summarizes the results of the analysis on the percentage of part-time labor force participation of officer spouse's between 1985 and 1992.

**Table 2.b.1-4: Comparison of Officer Spouse's Part-Time Labor**

Figure 2.b.1	Spouse	Officer	USAF
Year Group	1985 Mean	1992 Mean	t-test
1	0.25	0.15	*
2	0.16	0.13	
3	0.17	0.10	**
4	0.23	0.17	*

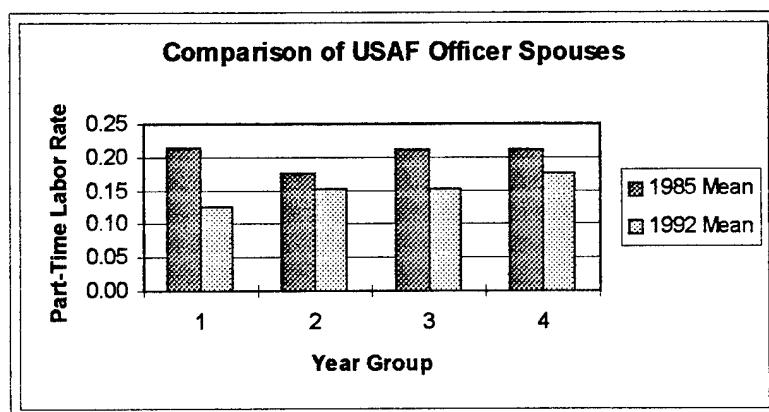
Figure 2.b.2	Spouse	Officer	Navy
Year Group	1985 Mean	1992 Mean	t-test
1	0.15	0.12	
2	0.17	0.14	
3	0.18	0.14	
4	0.27	0.18	*

Figure 2.b.3	Spouse	Officer	Army
Year Group	1985 Mean	1992 Mean	t-test
1	0.17	0.15	
2	0.13	0.11	
3	0.17	0.14	
4	0.23	0.18	

Figure 2.b.4	Spouse	Officer	USMC
Year Group	1985 Mean	1992 Mean	t-test
1	0.17	0.15	
2	0.12	0.16	
3	0.10	0.14	
4	0.18	0.16	

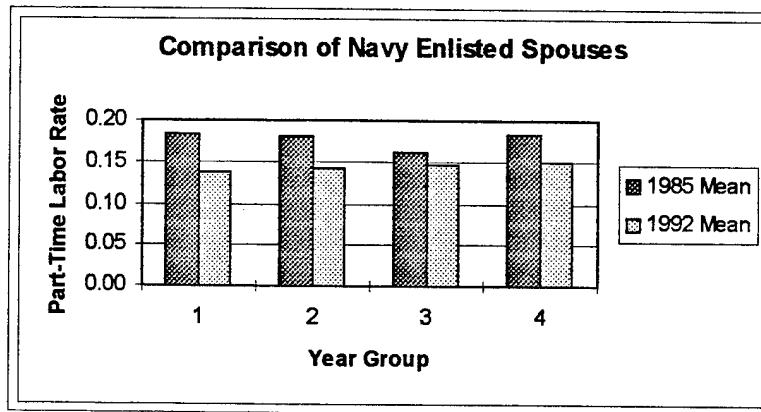
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 2.b.5 through 2.b.8 are a comparison of the percentage of part-time labor force participation of enlisted personnel spouse's between 1985 and 1992.



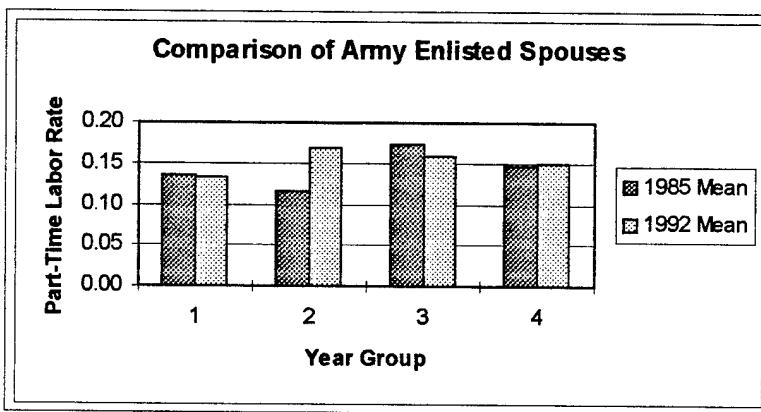
**Figure 2.b.5: Comparison of USAF Enlisted Spouse's Part-Time Labor**

For spouse's of USAF enlisted personnel, part-time labor rates were significantly lower at the 1% level for year group 1, and significantly lower for year group 3 at the 5% level.



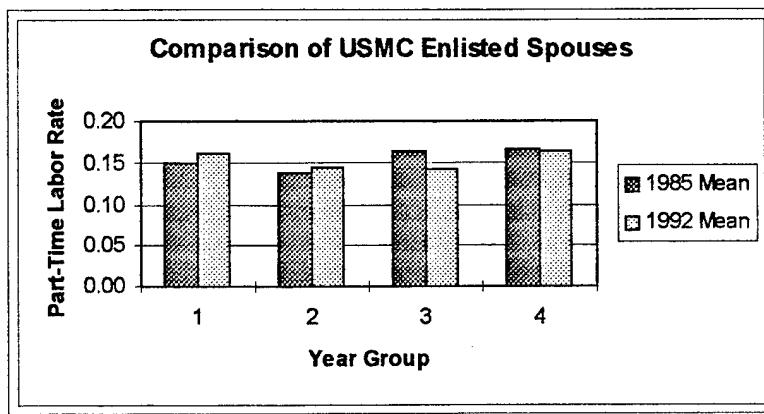
**Figure 2.b.6: Comparison of Navy Enlisted Spouse's Part-Time Labor**

For spouse's of Navy enlisted personnel, although part-time labor rates for each year group tended to be lower, these differences were not significant.



**Figure 2.b.7: Comparison of Army Enlisted Spouse's Part-Time Labor**

For spouse's of Army enlisted personnel, part-time labor rates for year group 2 were higher, significant at the 5% level.



**Figure 2.b.8: Comparison of USMC Enlisted Spouse's Part-Time Labor**

There were no significant differences in part-time labor rates for spouse's of USMC enlisted personnel.

Table 2.b.5-8 summarizes the results of the analysis on the percentage of part-time labor force participation of enlisted personnel spouse's between 1985 and 1992.

**Table 2.b.5-8: Comparison of Enlisted Spouse's Part-Time Labor**

Figure 2.b.5		Spouse	Enlisted	USAF
Year Group	1985 Mean	1992 Mean	t-test	
1	0.21	0.13	**	
2	0.18	0.15		
3	0.21	0.15	*	
4	0.21	0.18		

Figure 2.b.6		Spouse	Enlisted	Navy
Year Group	1985 Mean	1992 Mean	t-test	
1	0.18	0.14		
2	0.18	0.14		
3	0.16	0.15		
4	0.18	0.15		

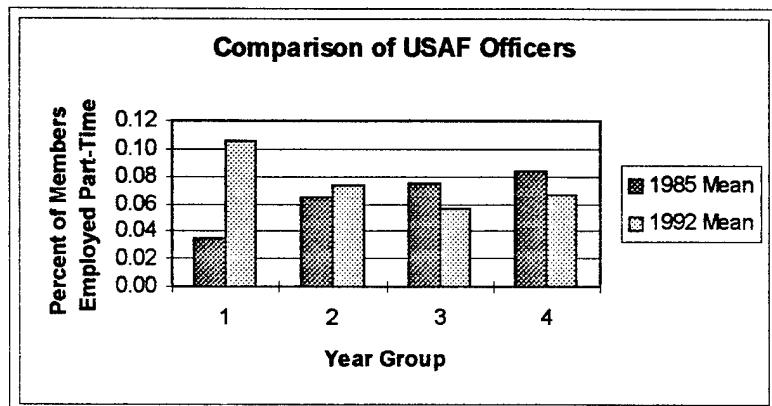
Figure 2.b.7		Spouse	Enlisted	Army
Year Group	1985 Mean	1992 Mean	t-test	
1	0.14	0.13		
2	0.11	0.17	*	
3	0.17	0.16		
4	0.15	0.15		

Figure 2.b.8		Spouse	Enlisted	USMC
Year Group	1985 Mean	1992 Mean	t-test	
1	0.15	0.16		
2	0.14	0.14		
3	0.16	0.14		
4	0.17	0.16		

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

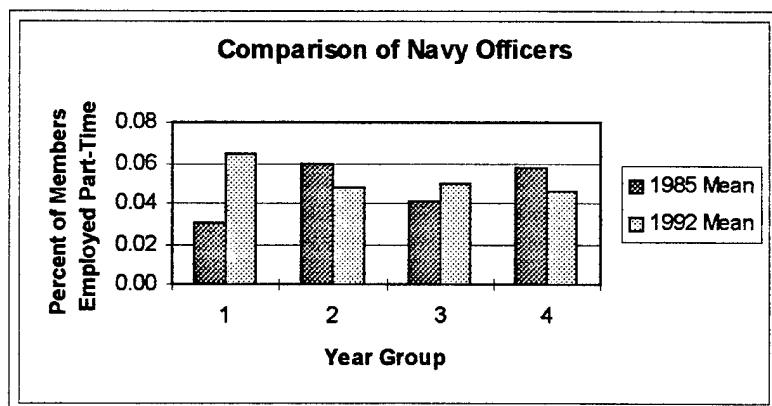
Except for spouse's of Army enlisted personnel in year group 2, all significant differences in part-time labor rates were in lower rates of part-time labor participation.

The next investigative question which relates to this research question is "How has the rate of part-time employment for military members changed?" Figures 2.c.1 through 2.c.4 are a comparison of the percent of officer's employed part-time between 1985 and 1992.

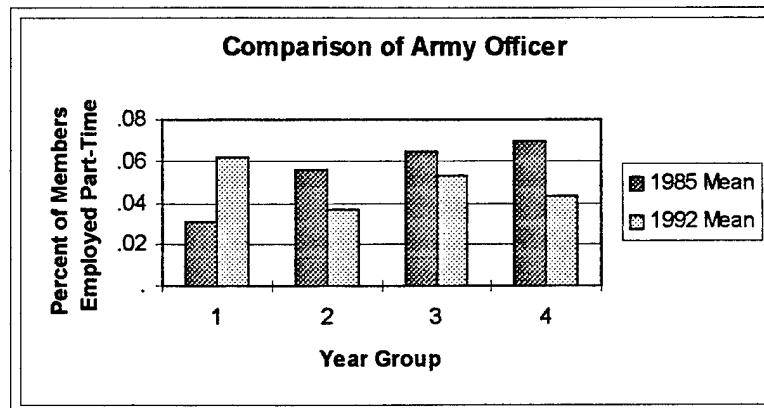


**Figure 2.c.1: Comparison of USAF Officers Part-Time Employment**

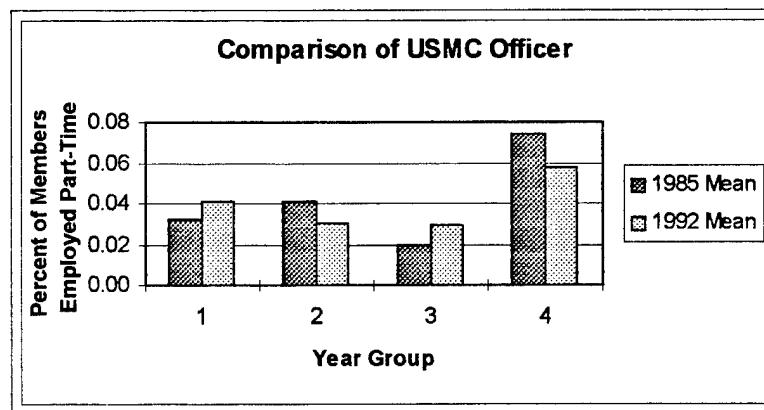
For USAF officer's, those in year group 1 showed an increase in the percentage of part-time employment, significant at the 1% level.



**Figure 2.c.2: Comparison of Navy Officers Part-Time Employment**



**Figure 2.c.3: Comparison of Army Officers Part-Time Employment**



**Figure 2.c.4: Comparison of USMC Officers Part-Time Employment**

For Navy, Army, and USMC officer's, there were no significant differences in the percent of members employed part-time between 1985 and 1992.

Table 2.c.1-4 summarizes the results of the analysis on the percent of officer's employed part-time between 1985 and 1992.

**Table 2.c.1-4: Comparison of Officer's Part-Time Labor**

Figure 2.c.1	USAF	Officer	
Year Group	1985 Mean	1992 Mean	t-test
1	0.03	0.11	**
2	0.07	0.07	
3	0.08	0.06	
4	0.08	0.07	

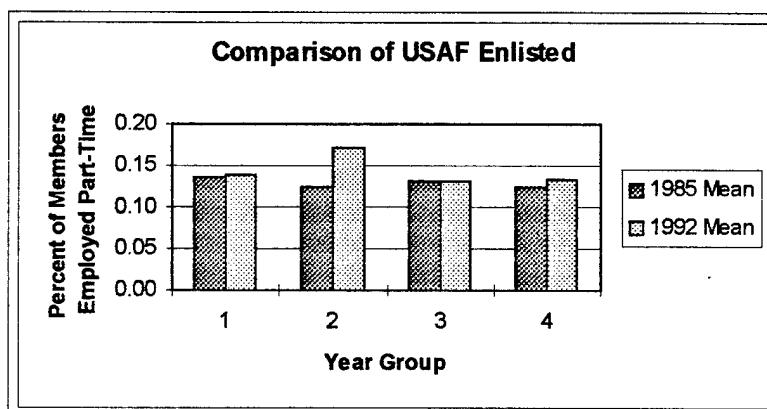
Figure 2.c.2	Navy	Officer	
Year Group	1985 Mean	1992 Mean	t-test
1	0.03	0.06	
2	0.06	0.05	
3	0.04	0.05	
4	0.06	0.05	

Figure 2.c.3	Army	Officer	
Year Group	1985 Mean	1992 Mean	t-test
1	.03	.06	
2	.06	.04	
3	.06	.05	
4	.07	.04	

Figure 2.c.4	USMC	Officer	
Year Group	1985 Mean	1992 Mean	t-test
1	0.03	0.04	
2	0.04	0.03	
3	0.02	0.03	
4	0.07	0.06	

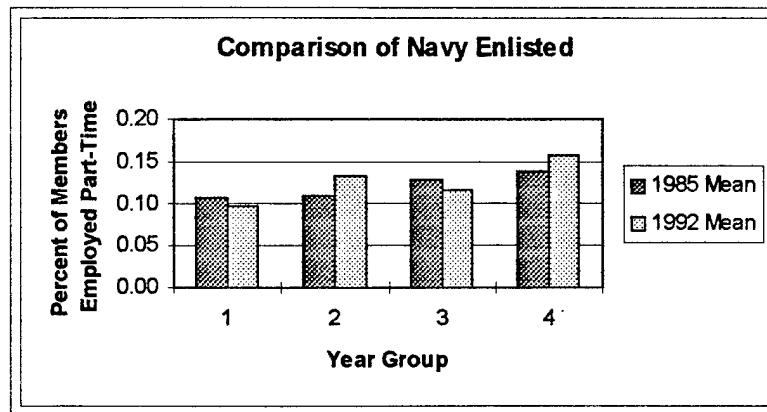
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 2.c.5 through 2.c.8 are a comparison of the percent of enlisted personnel employed part-time between 1985 and 1992.



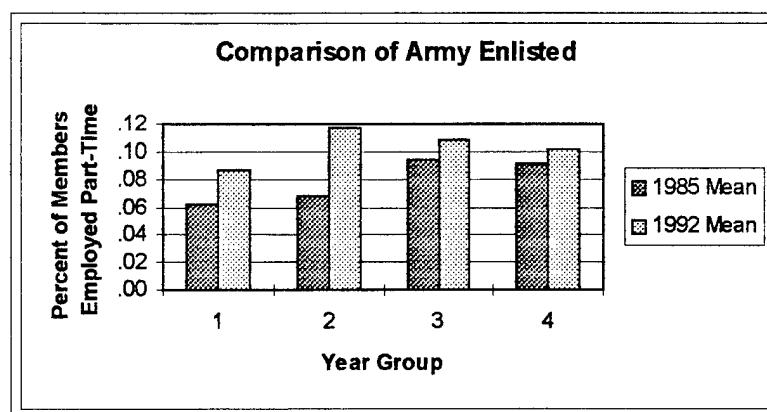
**Figure 2.c.5: Comparison of USAF Enlisted Part-Time Employment**

For USAF enlisted personnel, year group 2 showed an increase in the percent of members employed part-time, significant at the 5% level.



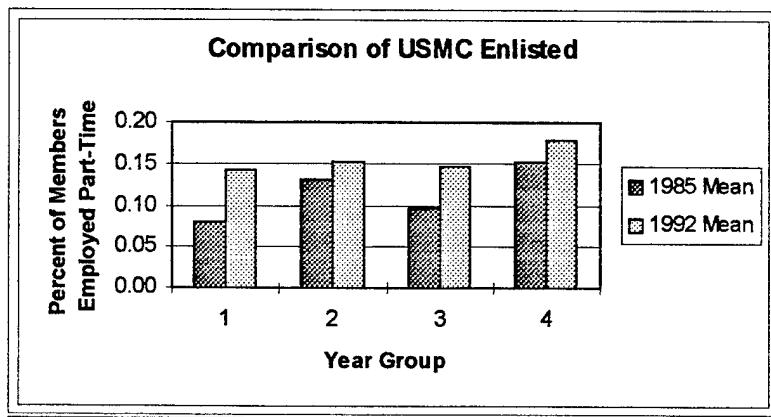
**Figure 2.c.6: Comparison of Navy Enlisted Part-Time Employment**

There were no significant changes in the percent of members employed part-time for Navy enlisted personnel.



**Figure 2.c.7: Comparison of Army Enlisted Part-Time Employment**

For Army enlisted personnel, those in year group 2 showed an increase in the percent of members employed part-time, significant at the 5%.



**Figure 2.c.8: Comparison of USMC Enlisted Part-Time Employment**

For USMC enlisted personnel, there were increases in the percent of members employed part-time for year groups 1 and 3. These increases were significant at the 5% level.

Table 2.c.5-8 summarizes the results of the analysis on the percent of enlisted personnel employed part-time between 1985 and 1992.

**Table 2.c.5-8: Comparison of Enlisted Personnel Part-Time Labor**

Figure 2.c.5	USAF Enlisted		
Year Group	1985 Mean	1992 Mean	t-test
1	0.14	0.14	
2	0.12	0.17	*
3	0.13	0.13	
4	0.12	0.13	

Figure 2.c.6	Navy Enlisted		
Year Group	1985 Mean	1992 Mean	t-test
1	0.11	0.10	
2	0.11	0.13	
3	0.13	0.12	
4	0.14	0.16	

Figure 2.c.7	Army Enlisted		
Year Group	1985 Mean	1992 Mean	t-test
1	.06	.09	
2	.07	.12	*
3	.09	.11	
4	.09	.10	

Figure 2.c.8	USMC Enlisted		
Year Group	1985 Mean	1992 Mean	t-test
1	0.08	0.14	*
2	0.13	0.15	
3	0.10	0.15	*
4	0.15	0.18	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

For all military members, differences in the percent of part-time employment where significant, were towards an increasing rate of part-time employment.

Statistical analysis of labor force participation of the military family showed there were significant changes between 1985 and 1992. Spouse employment was characterized by a movement away from part-time employment and towards full-time employment. There was also some increase in part-time labor force participation for military members.

The third research question is "How Has the Level of Spouse Satisfaction with Facets of the Military Way of Life Changed from 1985 to 1992?" The following graphs reflect the military spouse's level of satisfaction with facets of the military way of life. The original question from the DoD survey asked spouse's to rate their level of satisfaction from 1 (satisfied) to 5 (dissatisfied). The first investigative question which relates to this research question is "How has the military spouse's level of satisfaction with military job security changed from 1985 to 1992?"

Figures 3.a.1 through 3.c.4 are a comparison of officer spouse's level of satisfaction with military job security.

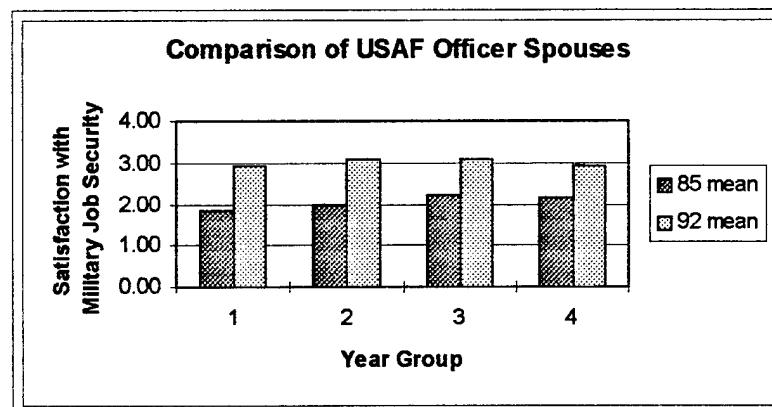
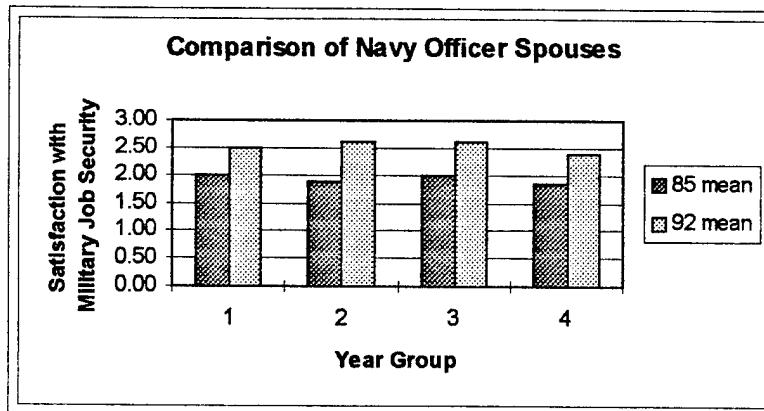


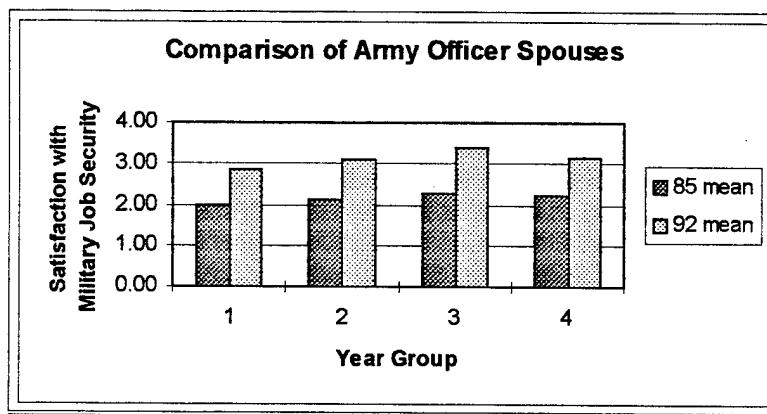
Figure 3.a.1: USAF Officer Spouse's Job Security Satisfaction

USAF officer spouse's in year groups 1 through 4 were less satisfied with military job security in 1992 than in 1985. These differences were significant at the 1% level.



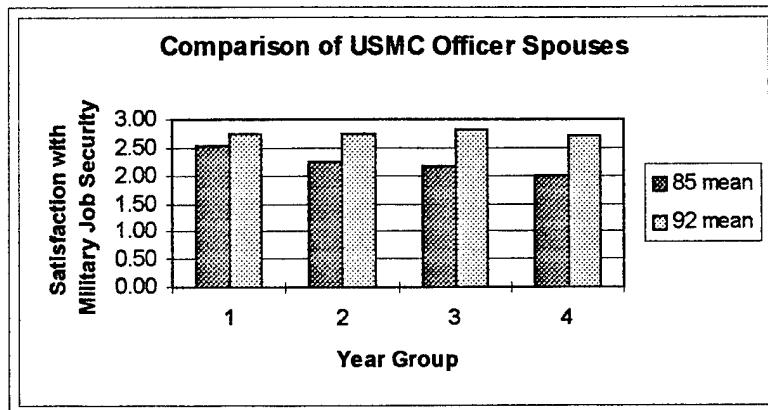
**Figure 3.a.2: Navy Officer Spouse's Job Security Satisfaction**

Navy officer spouse's in year groups 1 through 4 were less satisfied with military job security in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.a.3: Army Officer Spouse's Job Security Satisfaction**

Army officer spouse's in year groups 1 through 4 were less satisfied with military job security in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.a.4: USMC Officer Spouse's Job Security Satisfaction**

USMC officer spouse's in year groups 2 through 4 were less satisfied with military job security in 1992 than in 1985. These differences were significant at the 1% level.

Table 3.a.1-4 summarizes the results of the analysis on officer spouse's level of satisfaction with military job security.

**Table 3.a.1-4: Officer Spouse's Job Security Satisfaction**

Figure 3.a.1	Spouse	Officer	USAF
Year Group	1985 mean	1992 mean	t-test
1	1.82	2.95	**
2	1.98	3.10	**
3	2.20	3.08	**
4	2.15	2.92	**

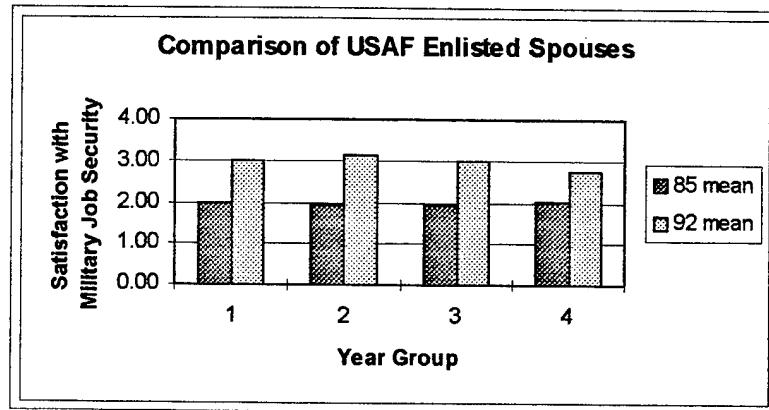
Figure 3.a.2	Spouse	Officer	Navy
Year Group	1985 mean	1992 mean	t-test
1	1.98	2.50	**
2	1.86	2.61	**
3	1.99	2.62	**
4	1.84	2.40	**

Figure 3.a.3	Spouse	Officer	Army
Year Group	1985 mean	1992 mean	t-test
1	1.99	2.82	**
2	2.11	3.10	**
3	2.27	3.39	**
4	2.20	3.13	**

Figure 3.a.4	Spouse	Officer	USMC
Year Group	1985 mean	1992 mean	t-test
1	2.53	2.76	
2	2.25	2.75	**
3	2.18	2.84	**
4	1.99	2.70	**

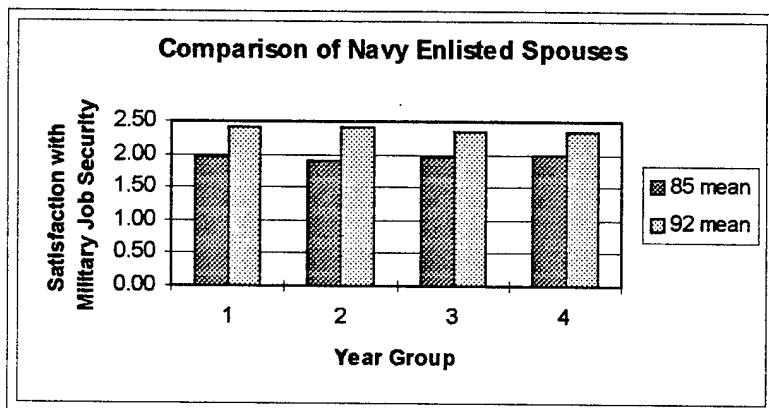
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 3.a.5 through 3.c.8 are a comparison of enlisted personnel spouse's level of satisfaction with military job security.



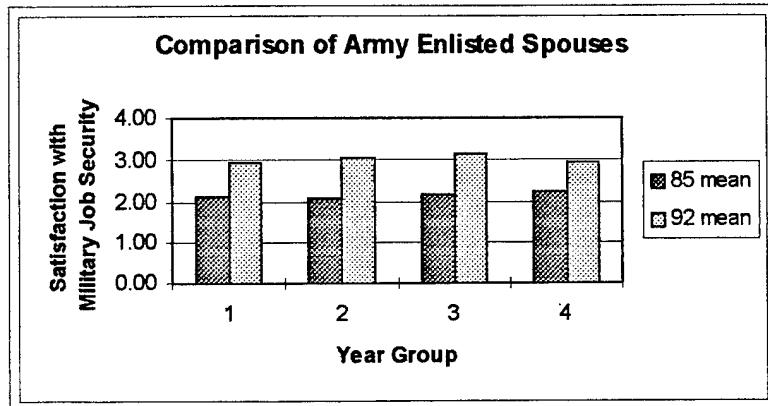
**Figure 3.a.5: USAF Enlisted Spouse's Job Security Satisfaction**

USAF enlisted spouse's in year groups 1 through 4 were less satisfied with military job security in 1992 than in 1985. These differences were significant at the 1% level.



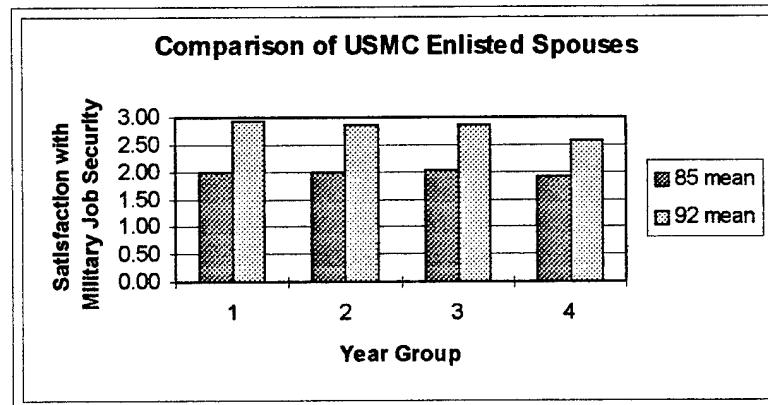
**Figure 3.a.6: Navy Enlisted Spouse's Job Security Satisfaction**

Navy enlisted spouse's in year groups 1 through 4 were less satisfied with military job security in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.a.7: Army Enlisted Spouse's Job Security Satisfaction**

Army enlisted spouse's in year groups 1 through 4 were less satisfied with military job security in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.a.8: USMC Enlisted Spouse's Job Security Satisfaction**

USMC enlisted spouse's in year groups 1 through 4 were less satisfied with military job security in 1992 than in 1985. These differences were significant at the 1% level.

Table 3.a.5-8 summarizes the results of the analysis on enlisted spouse's level of satisfaction with military job security.

**Table 3.a.5-8: Enlisted Spouse's Job Security Satisfaction**

Figure 3.a.5	Spouse	Enlisted	USAF
Year Group	1985 mean	1992 mean	t-test
1	1.96	2.97	**
2	1.92	3.14	**
3	1.92	2.96	**
4	2.01	2.75	**

Figure 3.a.6	Spouse	Enlisted	Navy
Year Group	1985 mean	1992 mean	t-test
1	1.95	2.40	**
2	1.89	2.40	**
3	1.95	2.36	**
4	1.98	2.36	**

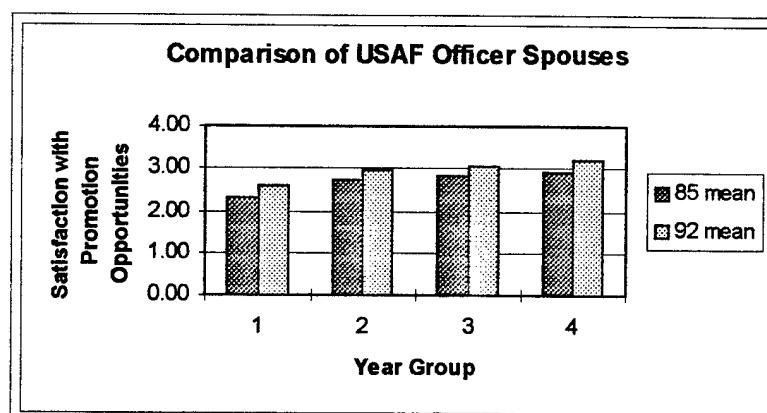
Figure 3.a.7	Spouse	Enlisted	Army
Year Group	1985 mean	1992 mean	t-test
1	2.11	2.92	**
2	2.06	3.02	**
3	2.18	3.11	**
4	2.24	2.94	**

Figure 3.a.8	Spouse	Enlisted	USMC
Year Group	1985 mean	1992 mean	t-test
1	1.99	2.93	**
2	1.99	2.84	**
3	2.02	2.84	**
4	1.92	2.58	**

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

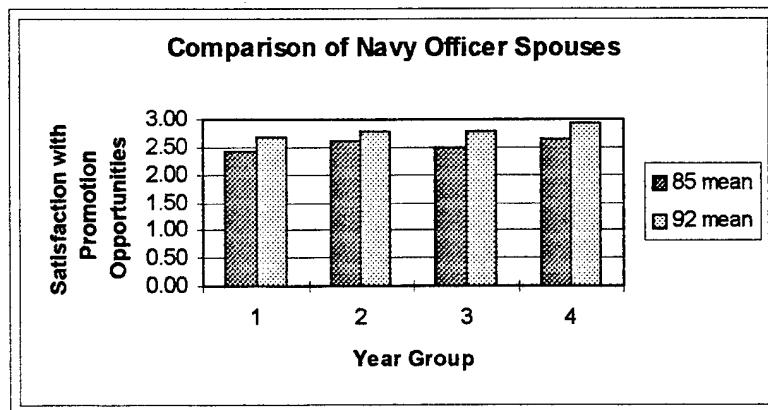
Changes in satisfaction with military job security among spouse's, where significant, were from "very satisfied" to "satisfied".

The next investigative question which relates to this research question is "How has the military spouse's level of satisfaction with promotion opportunities changed from 1985 to 1992?" Figures 3.b.1 through 3.b.4 are a comparison of officer spouse's level of satisfaction with promotion opportunities.



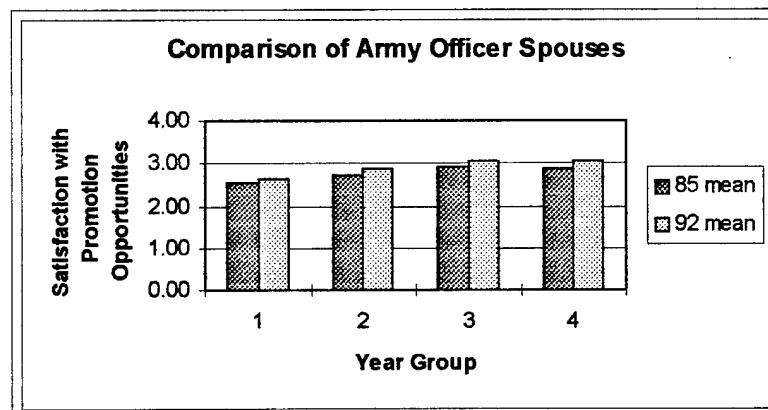
**Figure 3.b.1: USAF Officer Spouse's Promotion Satisfaction**

USAF officer spouse's in year groups 1 through 4 were less satisfied with promotion opportunities in 1992 than in 1985. These differences were significant at the 1% level.



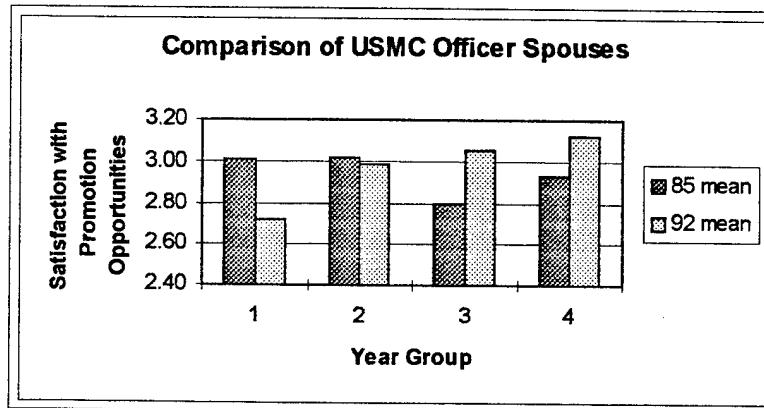
**Figure 3.b.2: Navy Officer Spouse's Promotion Satisfaction**

Navy officer spouse's in year groups 1 through 4 were less satisfied with promotion opportunities in 1992 than in 1985. These differences were significant at the 5% level for year groups 1 and 2, and were significant 1% level for year groups 3 and 4.



**Figure 3.b.3: Army Officer Spouse's Promotion Satisfaction**

Army officer spouse's in year group 4 were less satisfied with promotion opportunities in 1992 than in 1985. This difference was significant at the 5% level.



**Figure 3.b.4: USMC Officer Spouse's Promotion Satisfaction**

USMC officer spouse's in year group 1 were more satisfied with promotion opportunities, while those in year group 3 were less satisfied in 1992 than in 1985. These differences were significant at the 1% level.

Table 3.b.1-4 summarizes the results of the analysis on a comparison of Officer spouse's level of satisfaction with promotion opportunities

**Table 3.b.1-4: Officer Spouse's Promotion Satisfaction**

Figure 3.b.1	Spouse	Officer	USAF
Year Group	1985 mean	1992 mean	t-test
1	2.33	2.57	**
2	2.71	2.98	**
3	2.81	3.04	**
4	2.94	3.22	**

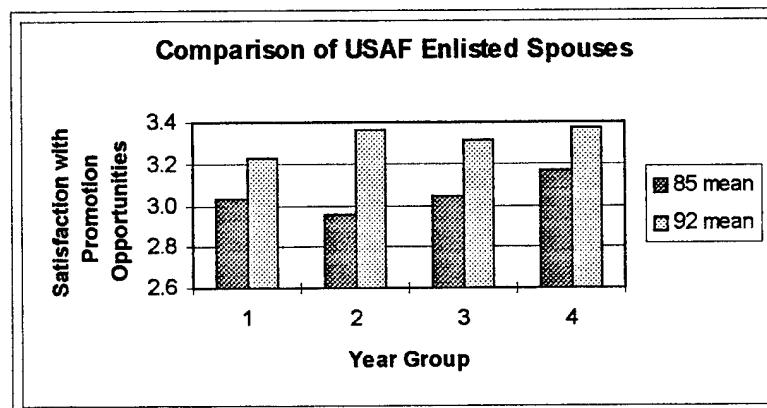
Figure 3.b.2	Spouse	Officer	Navy
Year Group	1985 mean	1992 mean	t-test
1	2.41	2.67	*
2	2.59	2.77	*
3	2.49	2.77	**
4	2.64	2.92	**

Figure 3.b.3	Spouse	Officer	Army
Year Group	1985 mean	1992 mean	t-test
1	2.56	2.65	
2	2.74	2.88	
3	2.93	3.08	
4	2.87	3.07	*

Figure 3.b.4	Spouse	Officer	USMC
Year Group	1985 mean	1992 mean	t-test
1	3.01	2.72	**
2	3.02	2.99	
3	2.80	3.05	**
4	2.93	3.13	

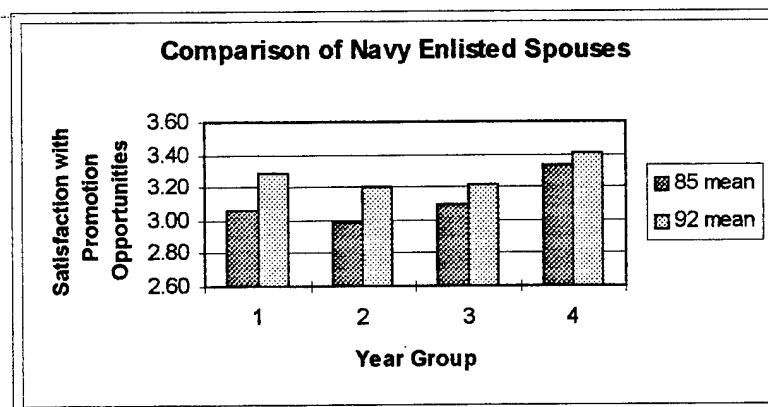
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 3.b.5 through 3.b.8 are a comparison of enlisted spouse's level of satisfaction with promotion opportunities.



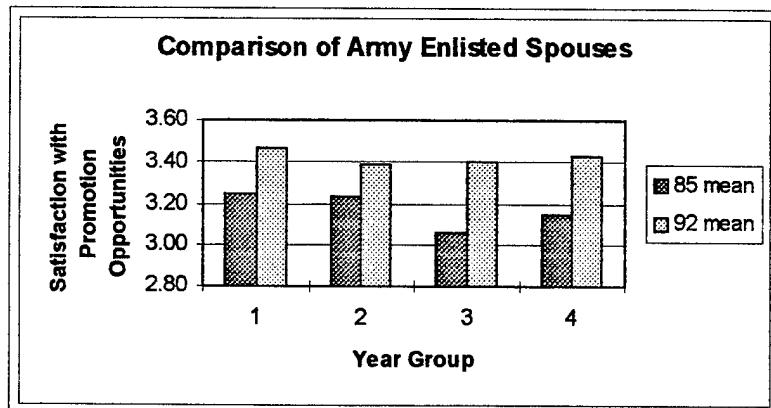
**Figure 3.b.5: USAF Enlisted Spouse's Promotion Satisfaction**

USAF enlisted spouse's in year groups 1 through 4 were less satisfied with promotion opportunities in 1992 than in 1985. These differences were significant at the 5% level for year group 1, and significant at the 1% level for year groups 2 through 4.



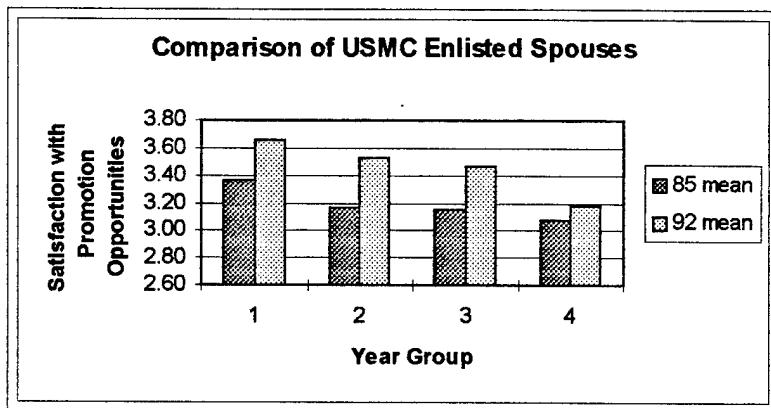
**Figure 3.b.6: Navy Enlisted Spouse's Promotion Satisfaction**

Navy enlisted spouse's in year groups 1 and 2 were less satisfied with promotion opportunities in 1992 than in 1985. These differences were significant at the 5% level for year group 1, and significant at the 1% level for year group 2.



**Figure 3.b.7: Army Enlisted Spouse's Promotion Satisfaction**

Army enlisted spouse's in year groups 3 and 4 were less satisfied with promotion opportunities in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.b.8: USMC Enlisted Spouse's Promotion Satisfaction**

USMC enlisted spouse's in year groups 1 through 3 were less satisfied with promotion opportunities in 1992 than in 1985. These differences were significant at the 1% level.

Table 3.b.5-8 summarizes the results of the analysis on a comparison of enlisted spouse's level of satisfaction with promotion opportunities.

**Table 3.b.5-8: Enlisted Spouse's Promotion Satisfaction**

Figure 3.b.5	Spouse	Enlisted	USAF
Year Group	1985 mean	1992 mean	t-test
1	3.0	3.2	*
2	3.0	3.4	**
3	3.0	3.3	**
4	3.2	3.4	**

Figure 3.b.6	Spouse	Enlisted	Navy
Year Group	1985 mean	1992 mean	t-test
1	3.06	3.28	*
2	2.99	3.21	**
3	3.09	3.21	
4	3.34	3.41	

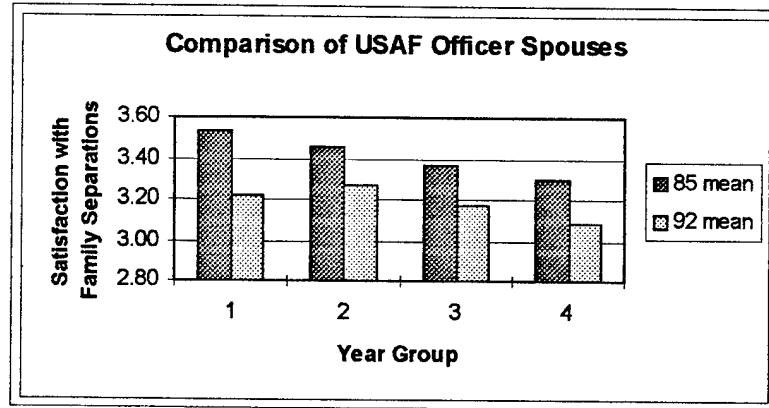
Figure 3.b.7	Spouse	Enlisted	Army
Year Group	1985 mean	1992 mean	t-test
1	3.25	3.47	
2	3.23	3.39	
3	3.06	3.39	**
4	3.15	3.43	**

Figure 3.b.8	Spouse	Enlisted	USMC
Year Group	1985 mean	1992 mean	t-test
1	3.36	3.66	**
2	3.16	3.52	**
3	3.14	3.47	**
4	3.08	3.18	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

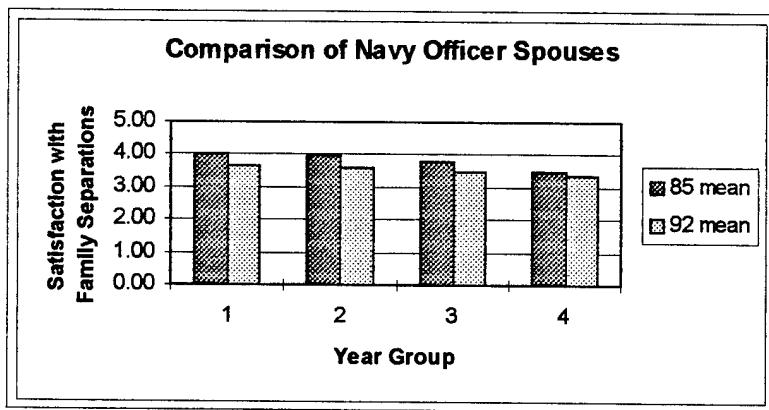
Changes in satisfaction with promotion opportunities among officer spouse's, where significant, were from "satisfied" to "neither satisfied nor dissatisfied" (neutral). For enlisted spouse's, differences where significant, were from "neither satisfied nor dissatisfied" to "dissatisfied". Though both officer and enlisted spouse's were less satisfied with the promotion opportunities for their spouse's, enlisted spouse's are less satisfied.

The next investigative question which relates to this research question is "How has the military spouse's level of satisfaction with family separations changed from 1985 to 1992?" Figures 3.c.1 through 3.c.4 are a comparison of officer spouse's level of satisfaction with family separations.



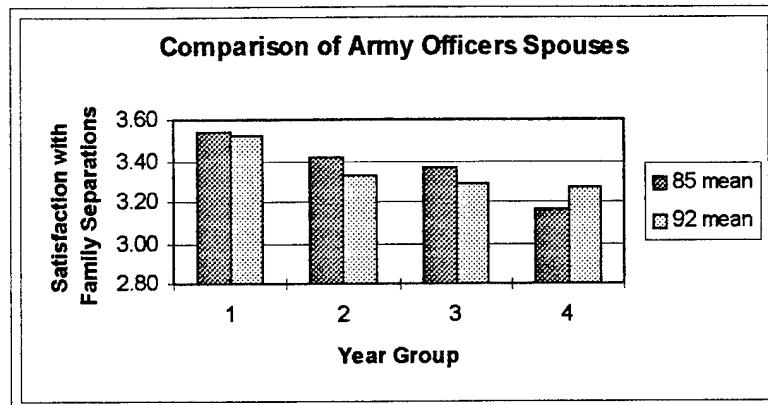
**Figure 3.c.1: USAF Officer Spouse's Family Separation Satisfaction**

USAF officer spouse's in year groups 1 through 4 were more satisfied with family separations in 1992 than in 1985. These differences were significant at the 1% level.



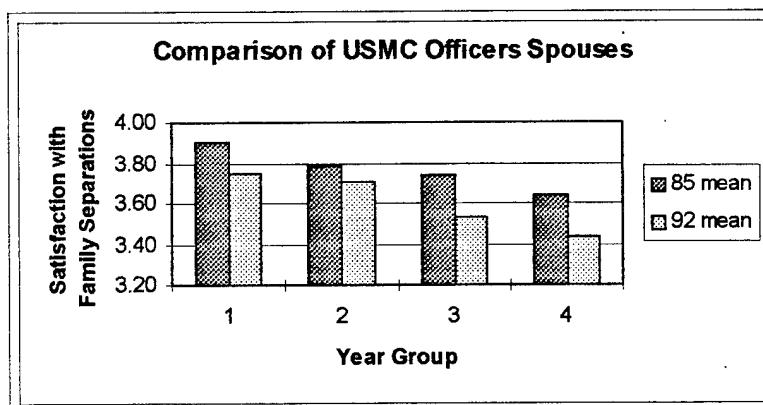
**Figure 3.c.2: Navy Officer Spouse's Family Separation Satisfaction**

Navy officer spouse's in year groups 1 through 3 were more satisfied with family separations in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.c.3: Army Officer Spouse's Family Separation Satisfaction**

There were no significant changes in Army officer spouse's level of satisfaction with family separations.



**Figure 3.c.4: USMC Officer Spouse's Family Separation Satisfaction**

USMC officer spouse's in year groups 2 and 3 were more satisfied with family separations in 1992 than in 1985. These differences were significant at the 5% level.

Table 3.c.1-4 summarizes the results of the analysis on a comparison of officer spouse's level of satisfaction with family separations.

**Table 3.c.1-4: Officer Spouse's Family Separation Satisfaction**

Figure 3.c.1	Spouse	Officer	USAF
Year Group	1985 mean	1992 mean	t-test
1	3.53	3.22	**
2	3.45	3.27	**
3	3.37	3.17	**
4	3.30	3.08	**

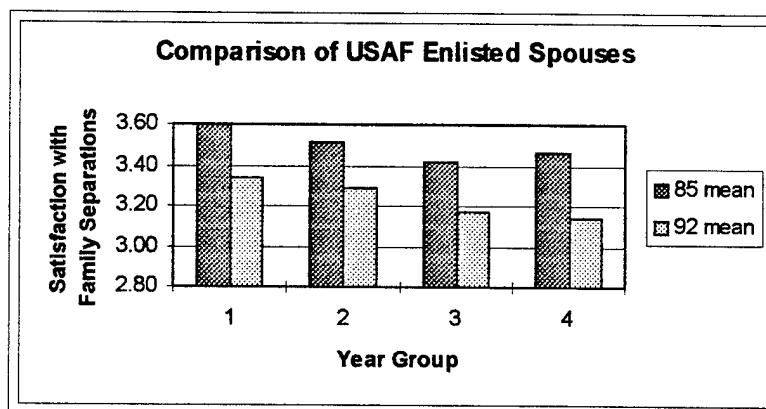
Figure 3.c.2	Spouse	Officer	Navy
Year Group	1985 mean	1992 mean	t-test
1	4.05	3.67	**
2	3.94	3.59	**
3	3.77	3.47	**
4	3.49	3.35	

Figure 3.c.3	Spouse	Officer	Army
Year Group	1985 mean	1992 mean	t-test
1	3.54	3.52	
2	3.41	3.32	
3	3.37	3.29	
4	3.16	3.27	

Figure 3.c.4	Spouse	Officer	USMC
Year Group	1985 mean	1992 mean	t-test
1	3.90	3.74	
2	3.79	3.70	
3	3.73	3.53	*
4	3.64	3.44	*

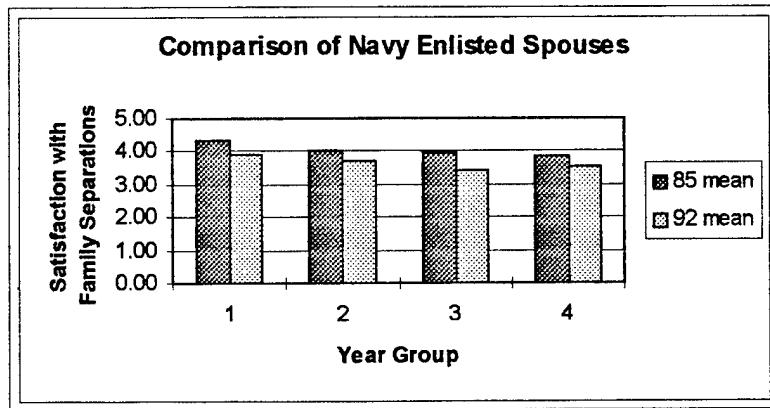
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 3.c.5 through 3.c.8 are a comparison of enlisted spouse's level of satisfaction with family separations.



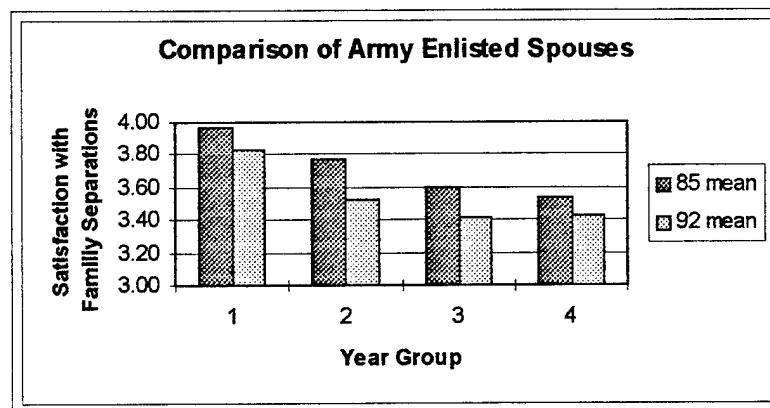
**Figure 3.c.5: USAF Enlisted Spouse's Family Separation Satisfaction**

USAF enlisted spouse's in year groups 1 through 4 were more satisfied with family separations in 1992 than in 1985. These differences were significant at the 1% level.



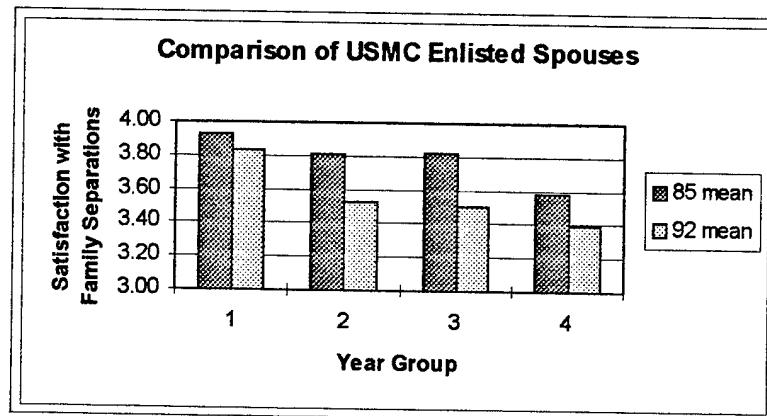
**Figure 3.c.6: Navy Enlisted Spouse's Family Separation Satisfaction**

Navy enlisted spouse's in year groups 1 through 4 were more satisfied with family separations in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.c.7: Army Enlisted Spouse's Family Separation Satisfaction**

Army enlisted spouse's in year groups 2 and 3 were more satisfied with family separations in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.c.8: USMC Enlisted Spouse's Family Separation Satisfaction**

USMC enlisted spouse's in year groups 2 and 3 were more satisfied with family separations in 1992 than in 1985. These differences were significant at the 1% level.

Table 3.c.5-8 summarizes the results of the analysis on a comparison of enlisted spouse's level of satisfaction with family separations.

**Table 3.c.5-8: Enlisted Spouse's Family Separation Satisfaction**

Figure 3.c.5	Spouse	Enlisted	USAF
Year Group	1985 mean	1992 mean	t-test
1	3.60	3.33	**
2	3.51	3.29	**
3	3.41	3.17	**
4	3.47	3.15	**

Figure 3.c.6	Spouse	Enlisted	Navy
Year Group	1985 mean	1992 mean	t-test
1	4.30	3.92	**
2	4.02	3.70	**
3	3.97	3.44	**
4	3.84	3.52	**

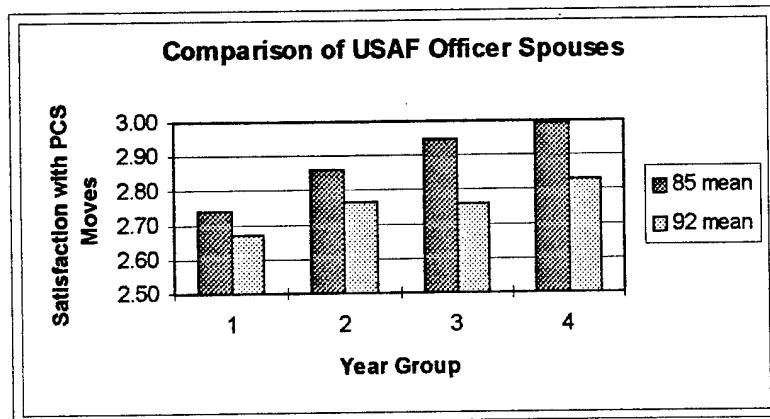
Figure 3.c.7	Spouse	Enlisted	Army
Year Group	1985 mean	1992 mean	t-test
1	3.96	3.83	
2	3.77	3.53	**
3	3.60	3.42	**
4	3.54	3.43	

Figure 3.c.8	Spouse	Enlisted	USMC
Year Group	1985 mean	1992 mean	t-test
1	3.93	3.84	
2	3.81	3.52	**
3	3.82	3.50	**
4	3.58	3.40	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

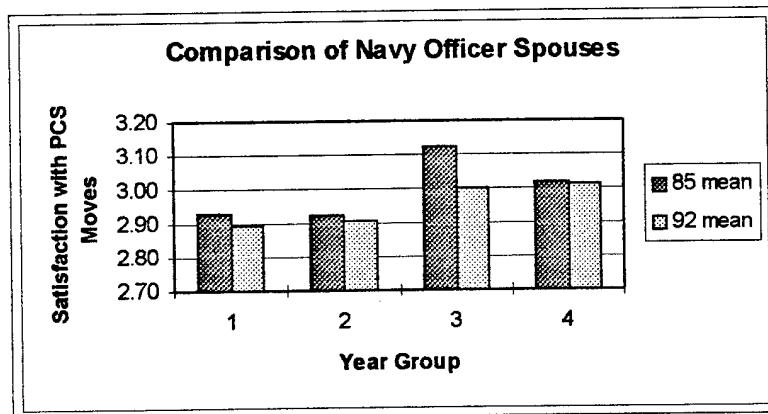
Changes in satisfaction with family separations, where significant, were from "dissatisfied" to "neither satisfied nor dissatisfied" (neutral).

The next investigative question which relates to this research question is "How has the military spouse's level of satisfaction with military PCS moves changed from 1985 to 1992?" Figures 3.d.1 through 3.d.4 are a comparison of officer spouse's level of satisfaction with military PCS moves.



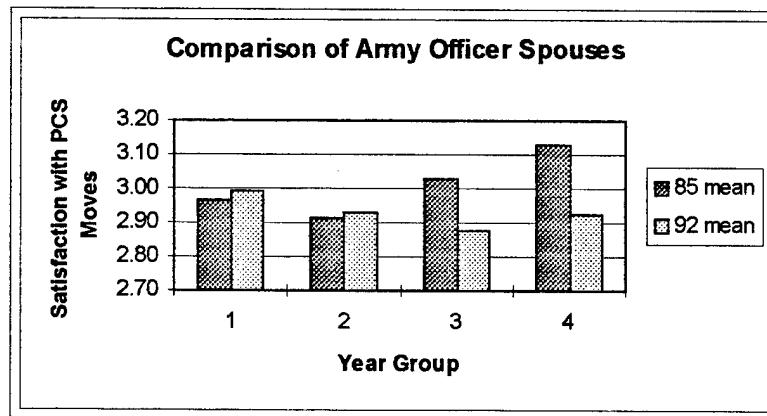
**Figure 3.d.1: USAF Officer Spouse's PCS Moves Satisfaction**

USAF officer spouse's in year groups 3 and 4 were more satisfied with military PCS moves in 1992 than in 1985. These differences were significant at the 1% level.



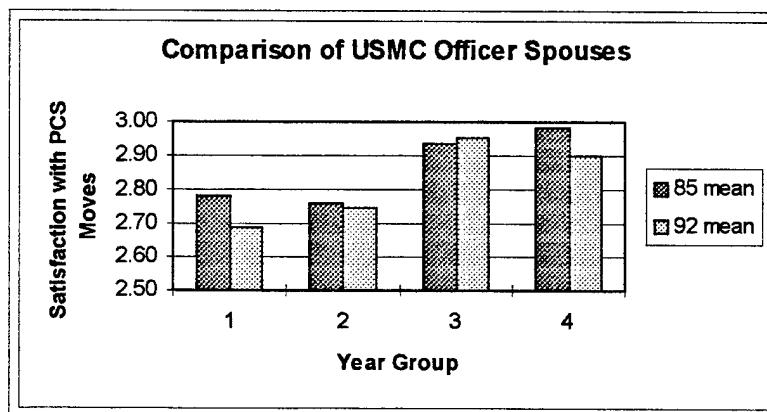
**Figure 3.d.2: Navy Officer Spouse's PCS Moves Satisfaction**

There were no significant changes in Navy officer spouse's level of satisfaction with military PCS moves.



**Figure 3.d.3: Army Officer Spouse's PCS Moves Satisfaction**

Army officer spouse's in year group 4 were more satisfied with military PCS moves in 1992 than in 1985. This difference was significant at the 1% level.



**Figure 3.d.4: USMC Officer Spouse's PCS Moves Satisfaction**

There were no significant changes in USMC officer spouse's level of satisfaction with military PCS moves.

Table 3.d.1-4 summarizes the results of the analysis on a comparison of officer spouse's level of satisfaction with military PCS moves.

**Table 3.d.1-4 Officer Spouse's PCS Moves Satisfaction**

Figure 3.d.1	Spouse	Officer	USAF
Year Group	1985 mean	1992 mean	t-test
1	2.74	2.67	
2	2.86	2.76	
3	2.95	2.76	**
4	3.00	2.83	**

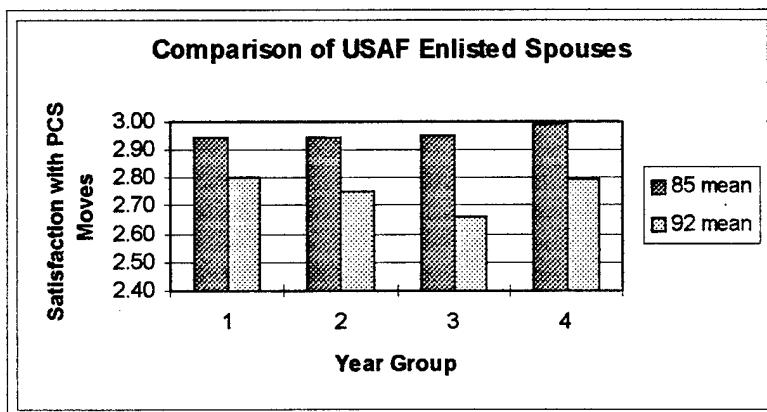
Figure 3.d.2	Spouse	Officer	Navy
Year Group	1985 mean	1992 mean	t-test
1	2.93	2.90	
2	2.92	2.90	
3	3.12	3.00	
4	3.02	3.01	

Figure 3.d.3	Spouse	Officer	Army
Year Group	1985 mean	1992 mean	t-test
1	2.96	3.00	
2	2.91	2.93	
3	3.03	2.87	
4	3.13	2.92	**

Figure 3.d.4	Spouse	Officer	USMC
Year Group	1985 mean	1992 mean	t-test
1	2.79	2.69	
2	2.76	2.75	
3	2.93	2.95	
4	2.98	2.90	

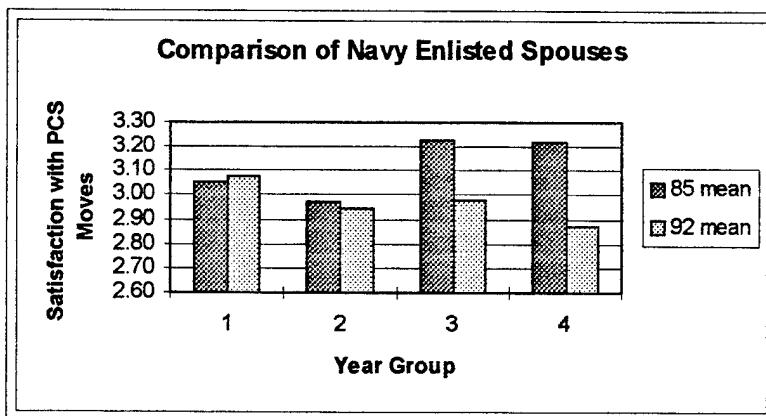
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 3.d.5 through 3.d.8 are a comparison of enlisted personnel spouse's level of satisfaction with military PCS moves.



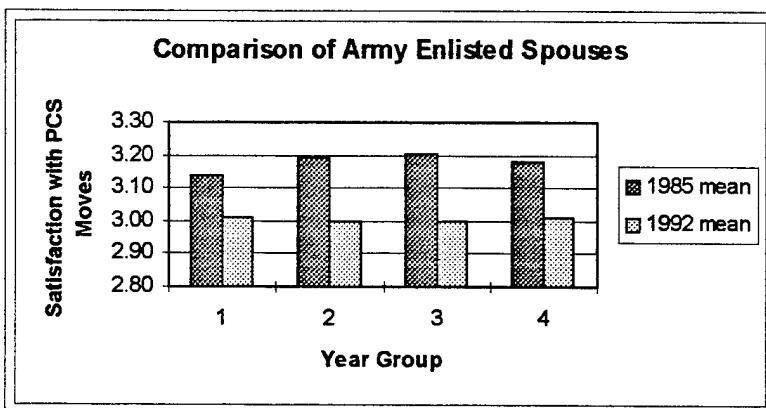
**Figure 3.d.5: USAF Enlisted Spouse's PCS Moves Satisfaction**

USAF enlisted spouse's in year groups 2 through 4 were more satisfied with military PCS moves in 1992 than in 1985. These differences were significant at the 1% level.



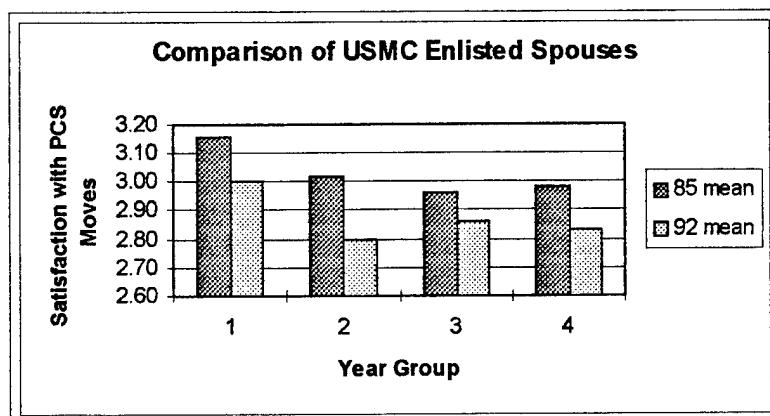
**Figure 3.d.6: Navy Enlisted Spouse's PCS Moves Satisfaction**

Navy enlisted spouse's in year groups 3 and 4 were more satisfied with military PCS moves in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.d.7: Army Enlisted Spouse's PCS Moves Satisfaction**

Army enlisted spouse's in year groups 2 and 3 were more satisfied with military PCS moves in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.d.8: USMC Enlisted Spouse's PCS Moves Satisfaction**

USMC enlisted spouse's in year group 2 were more satisfied with military PCS moves in 1992 than in 1985. This difference was significant at the 1% level.

Table 3.d.5-8 summarizes the results of the analysis on a comparison of enlisted personnel spouse's level of satisfaction with military PCS moves.

**Table 3.d.5-8 Enlisted Spouse's PCS Moves Satisfaction**

Figure 3.d.5	Spouse	Enlisted	USAF
Year Group	1985 mean	1992 mean	t-test
1	2.95	2.80	
2	2.95	2.75	**
3	2.95	2.66	**
4	2.99	2.79	**

Figure 3.d.6	Spouse	Enlisted	Navy
Year Group	1985 mean	1992 mean	t-test
1	3.05	3.08	
2	2.97	2.95	
3	3.23	2.98	**
4	3.22	2.87	**

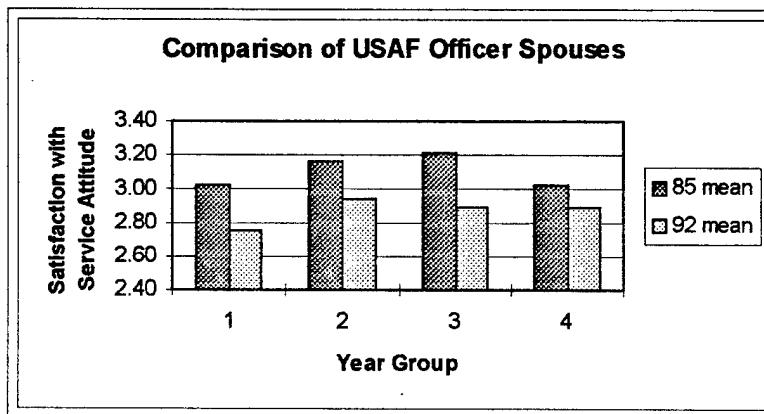
Figure 3.d.7	Spouse	Enlisted	Army
Year Group	1985 mean	1992 mean	t-test
1	3.14	3.01	
2	3.19	3.00	**
3	3.20	3.00	**
4	3.18	3.01	

Figure 3.d.8	Spouse	Enlisted	USMC
Year Group	1985 mean	1992 mean	t-test
1	3.16	3.00	
2	3.02	2.80	**
3	2.96	2.86	
4	2.98	2.84	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

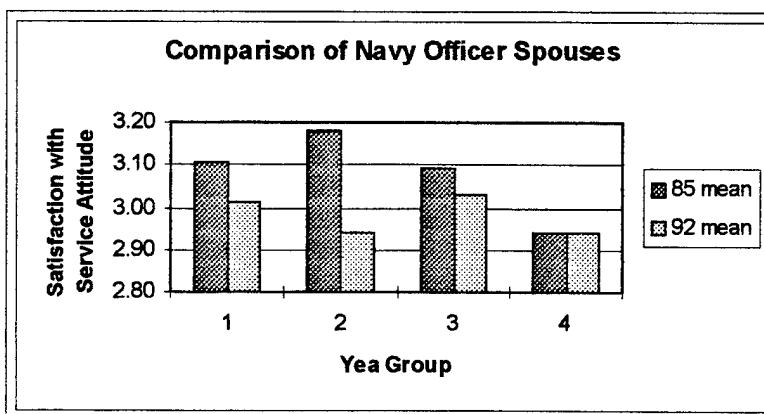
Changes in satisfaction with military PCS moves, where significant, were towards higher levels of satisfaction.

The next investigative question which relates to this research question is "How has the military spouse's level of satisfaction with the military service's attitude toward families and families with problems changed from 1985 to 1992?" Figures 3.e.1 through 3.e.4 are a comparison of the officer spouse's level of satisfaction with the military's attitude toward families and families with problems.



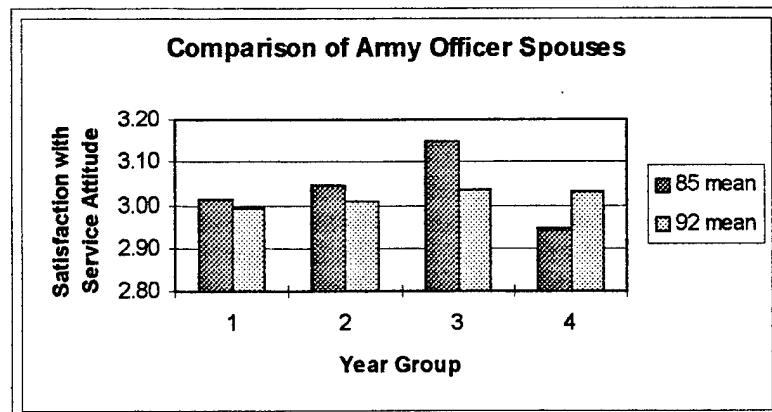
**Figure 3.e.1: USAF Officer Spouse's Service Attitude Satisfaction**

USAF officer spouse's in year groups 1 through 4 were more satisfied with the military's attitude toward families and families with problems in 1992 than in 1985. These differences were significant at the 1% level for year groups 1 through 3, and significant at the 5% level for year group 4.



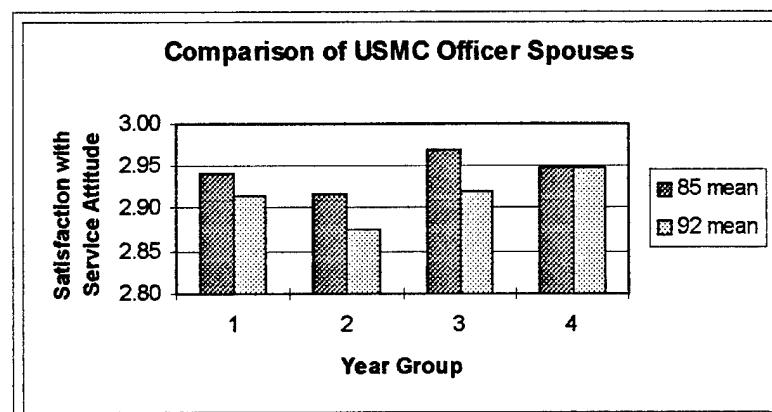
**Figure 3.e.2: Navy Officer Spouse's Service Attitude Satisfaction**

Navy officer spouse's in year group 2 were more satisfied with the military's attitude toward families and families with problems in 1992 than in 1985. This difference was significant at the 1% level.



**Figure 3.e.3: Army Officer Spouse's Service Attitude Satisfaction**

There were no significant changes in Army officer spouse's level of satisfaction with the military's attitude toward families and families with problems.



**Figure 3.e.4: USMC Officer Spouse's Service Attitude Satisfaction**

There were no significant changes in USMC officer spouse's level of satisfaction with the military's attitude toward families and families with problems.

Table 3.e.1-4 summarizes the results of the analysis on a comparison of officer spouse's level of satisfaction with the military's attitude toward families and families with problems.

**Table 3.e.1-4: Officer Spouse's Service Attitude Satisfaction**

Figure 3.e.1		Spouse	Officer	USAF
Year Group	1985 mean	1992 mean	t-test	
1	3.02	2.75	**	
2	3.17	2.95	**	
3	3.22	2.89	**	
4	3.03	2.89	*	

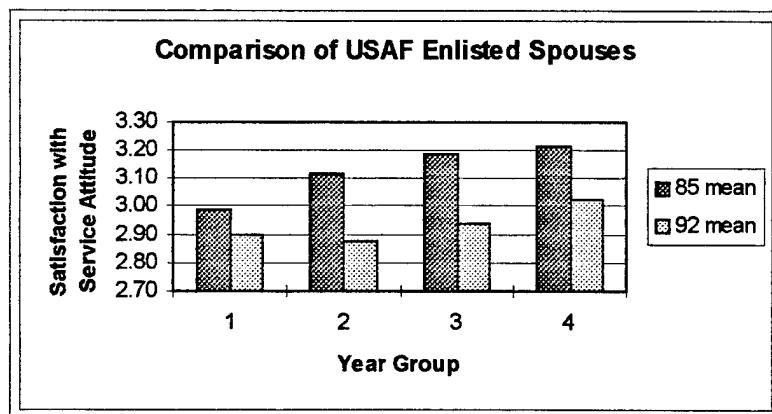
Figure 3.e.2		Spouse	Officer	Navy
Year Group	1985 mean	1992 mean	t-test	
1	3.11	3.01		
2	3.18	2.94	**	
3	3.09	3.03		
4	2.94	2.94		

Figure 3.e.3		Spouse	Officer	Army
Year Group	1985 mean	1992 mean	t-test	
1	3.01	2.99		
2	3.04	3.01		
3	3.15	3.04		
4	2.95	3.03		

Figure 3.e.4		Spouse	Officer	USMC
Year Group	1985 mean	1992 mean	t-test	
1	2.94	2.92		
2	2.92	2.88		
3	2.97	2.92		
4	2.95	2.95		

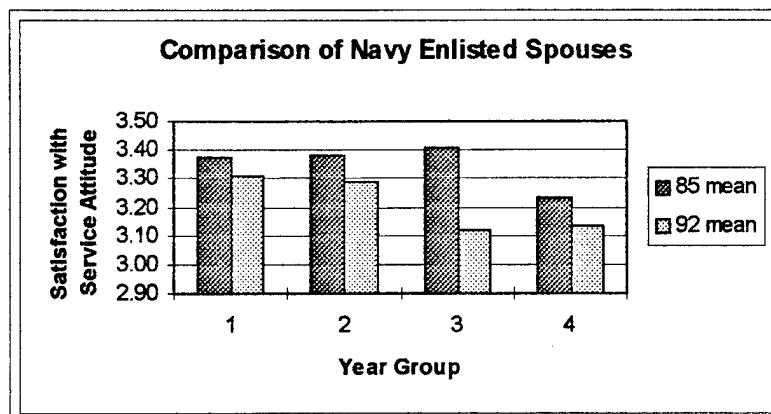
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 3.e.5 through 3.e.8 are a comparison of enlisted personnel spouse's level of satisfaction with the military's attitude toward families and families with problems.



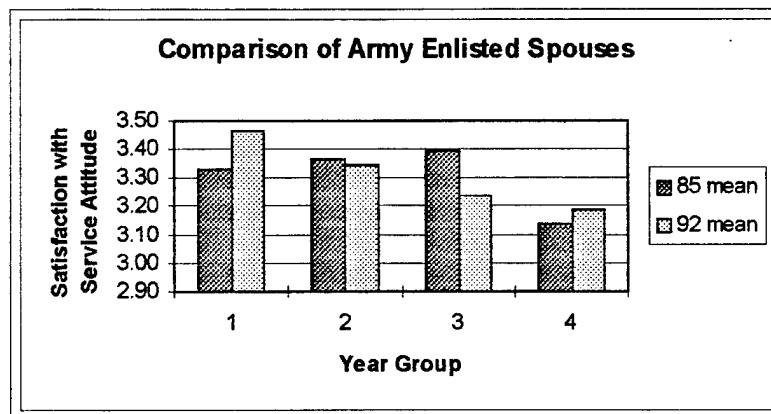
**Figure 3.e.5 USAF Enlisted Spouse's Service Attitude Satisfaction**

USAF enlisted spouse's in year groups 2 through 4 were more satisfied with the military's attitude toward families and families with problems in 1992 than in 1985. These differences were significant at the 1% level.



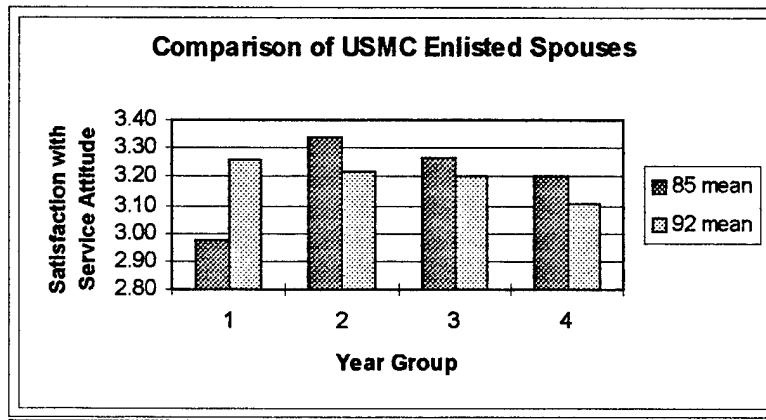
**Figure 3.e.6: Navy Enlisted Spouse's Service Attitude Satisfaction**

Navy enlisted spouse's in year group 3 were more satisfied with the military's attitude toward families and families with problems in 1992 than in 1985. This difference was significant at the 1% level.



**Figure 3.e.7: Army Enlisted Spouse's Service Attitude Satisfaction**

Army enlisted spouse's in year group 3 were more satisfied with the military's attitude toward families and families with problems in 1992 than in 1985. This difference was significant at the 5% level.



**Figure 3.e.8: USMC Enlisted Spouse's Service Attitude Satisfaction**

USMC enlisted spouse's in year group 1 were less satisfied with the military's attitude toward families and families with problems in 1992 than in 1985. This difference was significant at the 5% level.

Table 3.e.5-8 summarizes the results of the analysis on a comparison of enlisted personnel spouse's level of satisfaction with the military's attitude toward families and families with problems.

**Table 3.e.5-8: Enlisted Spouse's Service Attitude Satisfaction**

Figure 3.e.5	Spouse	Enlisted	USAF
Year Group	1985 mean	1992 mean	t-test
1	2.99	2.90	
2	3.12	2.88	**
3	3.19	2.94	**
4	3.21	3.02	**

Figure 3.e.6	Spouse	Enlisted	Navy
Year Group	1985 mean	1992 mean	t-test
1	3.37	3.31	
2	3.38	3.29	
3	3.41	3.12	**
4	3.23	3.13	

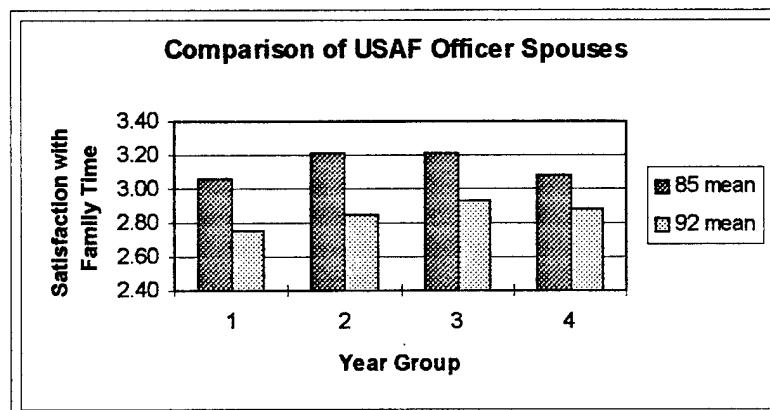
Figure 3.e.7	Spouse	Enlisted	Army
Year Group	1985 mean	1992 mean	t-test
1	3.33	3.46	
2	3.36	3.35	
3	3.39	3.24	*
4	3.14	3.19	

Figure 3.e.8	Spouse	Enlisted	USMC
Year Group	1985 mean	1992 mean	t-test
1	2.98	3.26	*
2	3.34	3.22	
3	3.27	3.20	
4	3.20	3.11	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

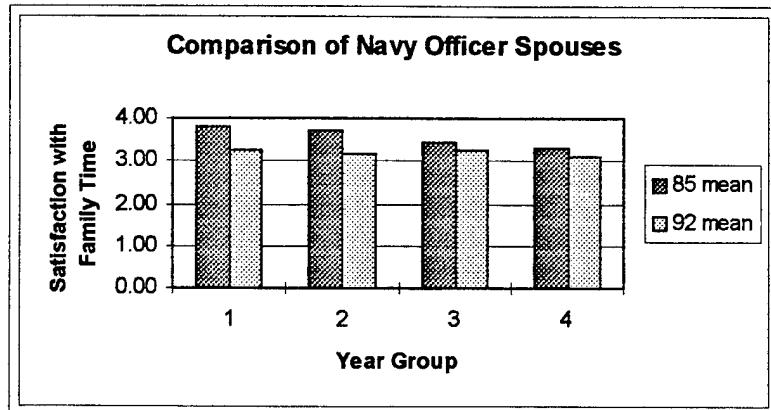
Changes in satisfaction with the military's attitude toward families and families with problems, where significant, were towards higher levels of satisfaction (except for spouse's of USMC enlisted personnel in year group 1) in the "neither satisfied nor dissatisfied" range.

The next investigative question which relates to this research question is "How has the military spouse's level of satisfaction with the time available for the military member to spend time with family changed from 1985 to 1992?" Figures 3.f.1 through 3.f.4 are a comparison of the officer spouse's level of satisfaction with the time available for the military member to spend time with family.



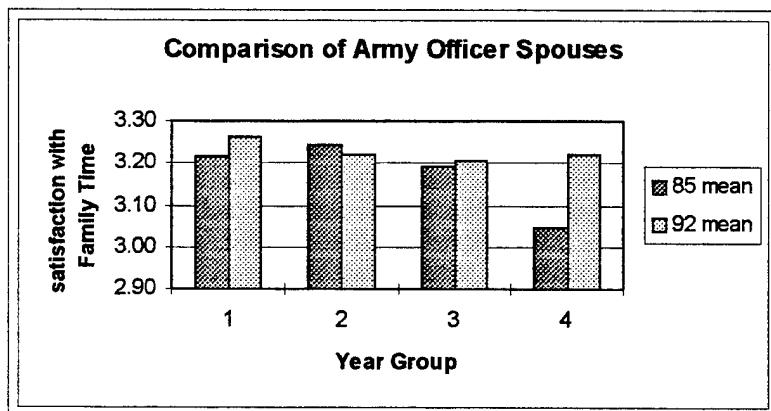
**Figure 3.f.1: USAF Officer Spouse's Family Time Satisfaction**

USAF officer spouse's in year groups 1 through 4 were more satisfied with the time available for the military member to spend time with family in 1992 than in 1985. These differences were significant at the 1% level.



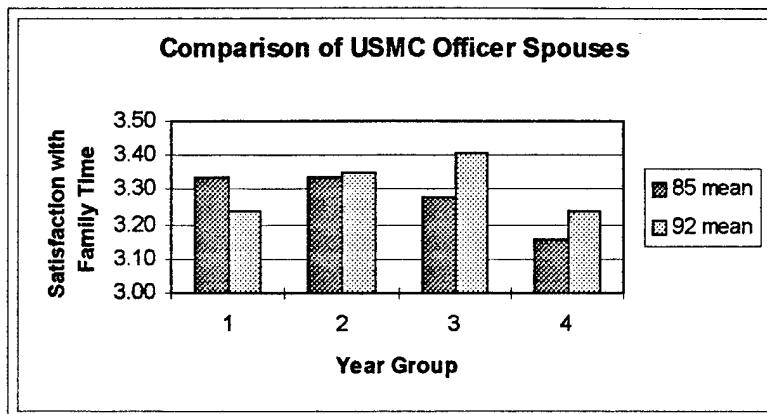
**Figure 3.f.2: Navy Officer Spouse's Family Time Satisfaction**

Navy officer spouse's in year groups 1 through 4 were more satisfied with the time available for the military member to spend time with family in 1992 than in 1985. These differences were significant at the 1% level for year groups 1 and 2, and significant at the 5% level for year groups 3 and 4.



**Figure 3.f.3: Army Officer Spouse's Family Time Satisfaction**

There were no significant changes in Army officer spouse's level of satisfaction with the time available for the military member to spend time with family.



**Figure 3.f.4: USMC Officer Spouse's Family Time Satisfaction**

There were no significant changes in USMC officer spouse's level of satisfaction with the time available for the military member to spend time with family.

Table 3.f.1-4 summarizes the results of the analysis on a comparison of the officer spouse's level of satisfaction with the time available for the military member to spend time with family.

**Table 3.f.1-4: Officer Spouse's Family Time Satisfaction**

Figure 3.f.1	Spouse	Officer	USAF
Year Group	1985 mean	1992 mean	t-test
1	3.05	2.76	**
2	3.22	2.85	**
3	3.21	2.93	**
4	3.09	2.88	**

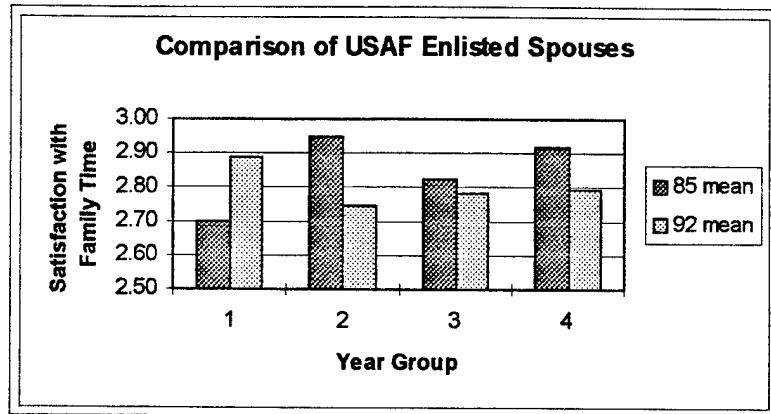
Figure 3.f.2	Spouse	Officer	Navy
Year Group	1985 mean	1992 mean	t-test
1	3.80	3.27	**
2	3.70	3.17	**
3	3.44	3.24	*
4	3.31	3.09	*

Figure 3.f.3	Spouse	Officer	Army
Year Group	1985 mean	1992 mean	t-test
1	3.22	3.26	
2	3.24	3.22	
3	3.19	3.21	
4	3.05	3.22	

Figure 3.f.4	Spouse	Officer	USMC
Year Group	1985 mean	1992 mean	t-test
1	3.34	3.24	
2	3.34	3.35	
3	3.28	3.41	
4	3.16	3.24	

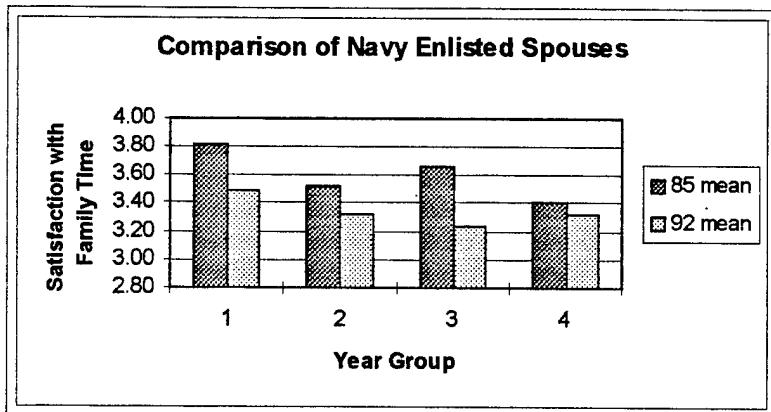
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 3.f.5 through 3.f.8 are a comparison of enlisted personnel spouse's level of satisfaction with the time available for the military member to spend time with family.



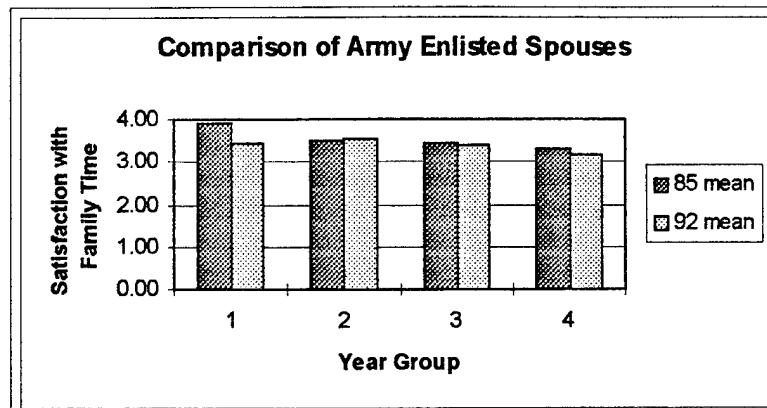
**Figure 3.f.5: USAF Enlisted Spouse's Family Time Satisfaction**

USAF enlisted spouse's in year group 1 were less satisfied with the time available for the military member to spend time with family, while spouse's in year group 2 were more satisfied with the time available for the military member to spend time with family in 1992 than in 1985. These differences were significant at the 5% level for year group 1, and at the 1% level for year group 2.



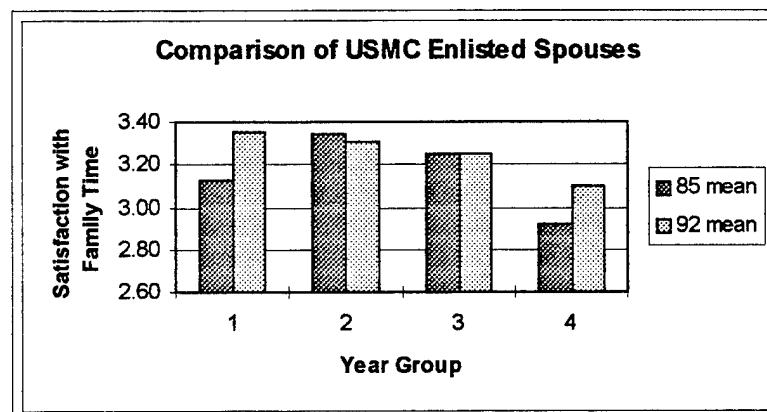
**Figure 3.f.6: Navy Enlisted Spouse's Family Time Satisfaction**

Navy enlisted spouse's in year groups 1 through 3 were more satisfied with the time available for the military member to spend time with family in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.f.7: Army Enlisted Spouse's Family Time Satisfaction**

Army enlisted spouse's in year group 1 were more satisfied with the time available for the military member to spend time with family in 1992 than in 1985. This difference was significant at the 1% level.



**Figure 3.f.8: USMC Enlisted Spouse's Family Time Satisfaction**

USMC enlisted spouse's in year group 1 were more satisfied with the time available for the military member to spend time with family in 1992 than in 1985. This difference was significant at the 5% level.

Table 3.f.5-8 summarizes the results of the analysis on a comparison of enlisted personnel spouse's level of satisfaction with the time available for the military member to spend time with family.

**Table 3.f.5-8: Enlisted Spouse's Family Time Satisfaction**

Figure 3.f.5	Spouse	Enlisted	USAF
Year Group	1985 mean	1992 mean	t-test
1	2.70	2.89	*
2	2.95	2.75	**
3	2.82	2.78	
4	2.92	2.79	

Figure 3.f.6	Spouse	Enlisted	Navy
Year Group	1985 mean	1992 mean	t-test
1	3.81	3.50	**
2	3.52	3.32	**
3	3.67	3.23	**
4	3.41	3.32	

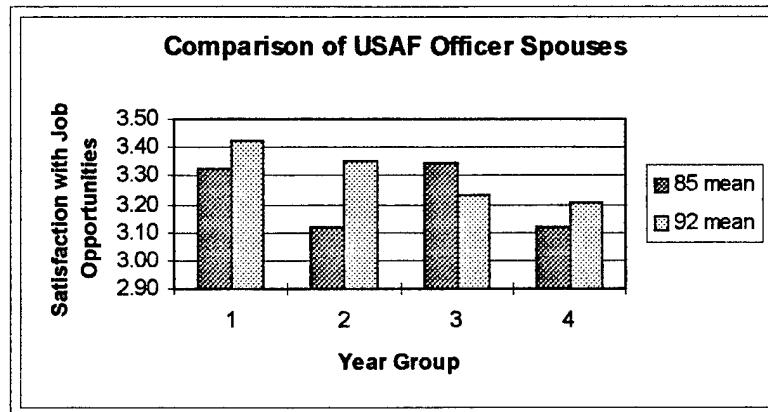
Figure 3.f.7	Spouse	Enlisted	Army
Year Group	1985 mean	1992 mean	t-test
1	3.91	3.44	**
2	3.47	3.55	
3	3.45	3.38	
4	3.29	3.18	

Figure 3.f.8	Spouse	Enlisted	USMC
Year Group	1985 mean	1992 mean	t-test
1	3.13	3.36	*
2	3.35	3.30	
3	3.25	3.25	
4	2.92	3.10	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

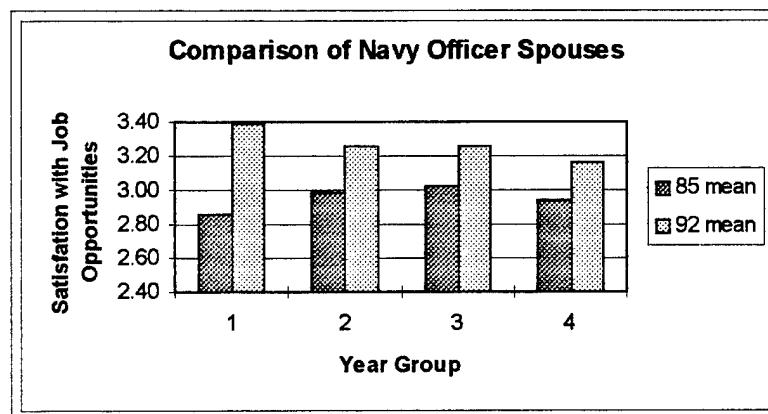
Changes in satisfaction with the time available for the military member to spend time with family, where significant, were towards higher levels of satisfaction (except for spouse's of USMC and USAF enlisted personnel in year group 1) in the "neither satisfied nor dissatisfied" range.

The next investigative question which relates to this research question is "How has the military spouse's level of satisfaction with the availability of job opportunities and employment for civilian spouse's changed from 1985 to 1992?" Figures 3.g.1 through 3.g.4 are a comparison of officer spouse's level of satisfaction with the availability of job opportunities and employment for civilian spouse's.



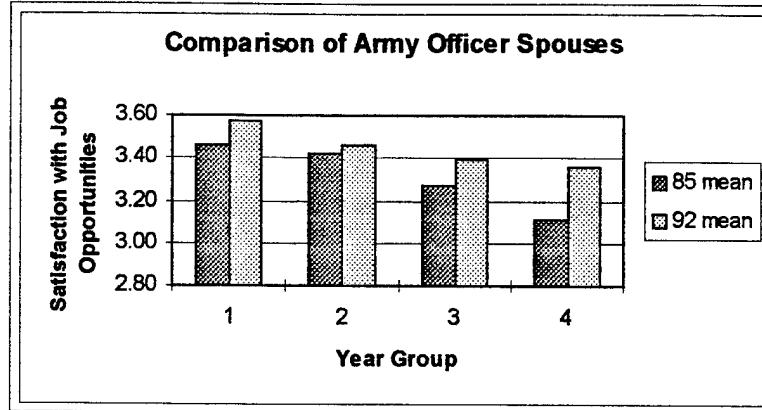
**Figure 3.g.1: USAF Officer Spouse's Job Opportunities Satisfaction**

USAF officer spouse's in year group 2 were less satisfied with the availability of job opportunities and employment for civilian spouse's in 1992 than in 1985. This difference was significant at the 1% level.



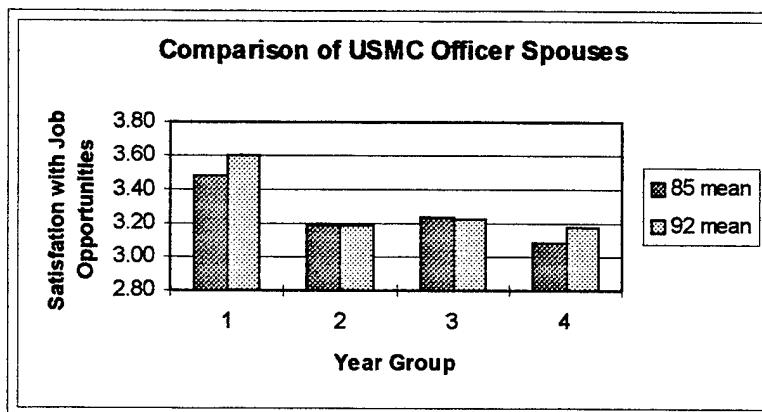
**Figure 3.g.2: Navy Officer Spouse's Job Opportunities Satisfaction**

Navy officer spouse's in year groups 1 through 4 were less satisfied with the availability of job opportunities and employment for civilian spouse's in 1992 than in 1985. These differences were significant at the 5% level for year groups 2 through 4, and significant at the 1% level for year group 1.



**Figure 3.g.3: Army Officer Spouse's Job Opportunities Satisfaction**

Army officer spouse's in year group 4 were less satisfied with the availability of job opportunities and employment for civilian spouse's in 1992 than in 1985. This difference was significant at the 1% level.



**Figure 3.g.4: USMC Officer Spouse's Job Opportunities Satisfaction**

There were no significant changes in USMC officer spouse's level of satisfaction with the availability of job opportunities and employment for civilian spouse's.

Table 3.g.1-4 summarizes the results of the analysis on a comparison of officer spouse's level of satisfaction with the availability of job opportunities and employment for civilian spouse's.

**Table 3.g.1-4: Officer Spouse's Job Opportunities Satisfaction**

Figure 3.g.1	Spouse	Officer	USAF	
Year Group	1985 mean	1992 mean	t-test	
1	3.33	3.43		
2	3.12	3.35	**	
3	3.34	3.23		
4	3.12	3.20		

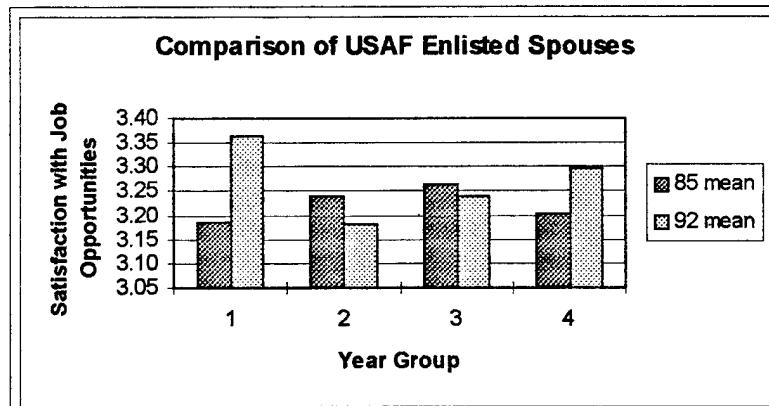
Figure 3.g.2	Spouse	Officer	Navy	
Year Group	1985 mean	1992 mean	t-test	
1	2.86	3.38	**	
2	2.98	3.26	*	
3	3.02	3.26	*	
4	2.94	3.16	*	

Figure 3.g..3	Spouse	Officer	Army	
Year Group	1985 mean	1992 mean	t-test	
1	3.46	3.57		
2	3.42	3.46		
3	3.27	3.39		
4	3.11	3.36	**	

Figure 3.g.4	Spouse	Officer	USMC	
Year Group	1985 mean	1992 mean	t-test	
1	3.48	3.61		
2	3.19	3.19		
3	3.23	3.22		
4	3.08	3.17		

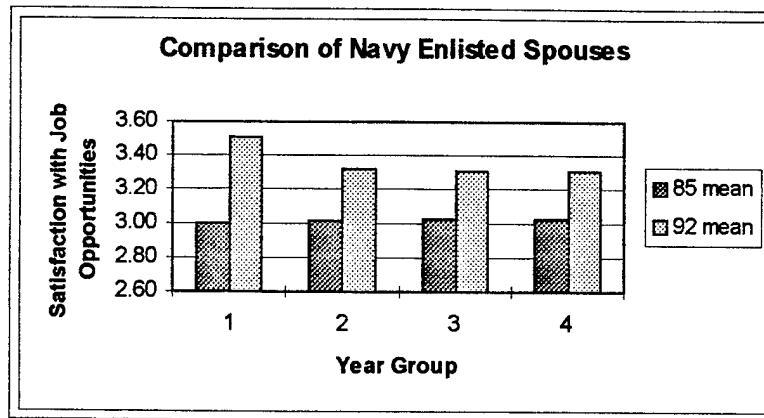
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 3.g.5 through 3.g.8 are a comparison of enlisted personnel spouse's level of satisfaction with the availability of job opportunities and employment for civilian spouse's.



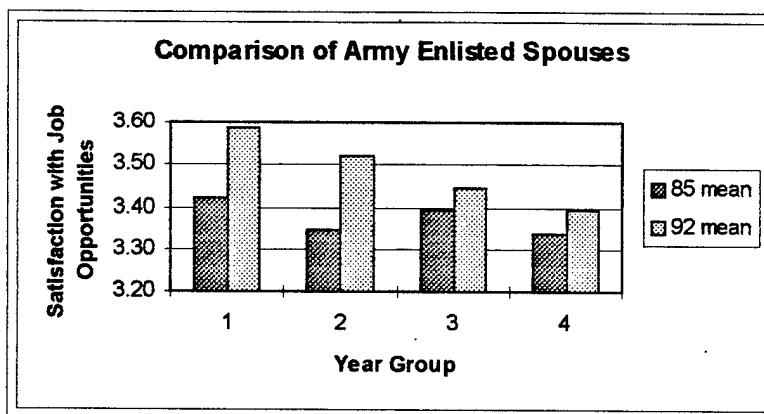
**Figure 3.g.5: USAF Enlisted Spouse's Job Opportunities Satisfaction**

There were no significant changes in USAF enlisted spouse's level of satisfaction with the availability of job opportunities and employment for civilian spouse's.



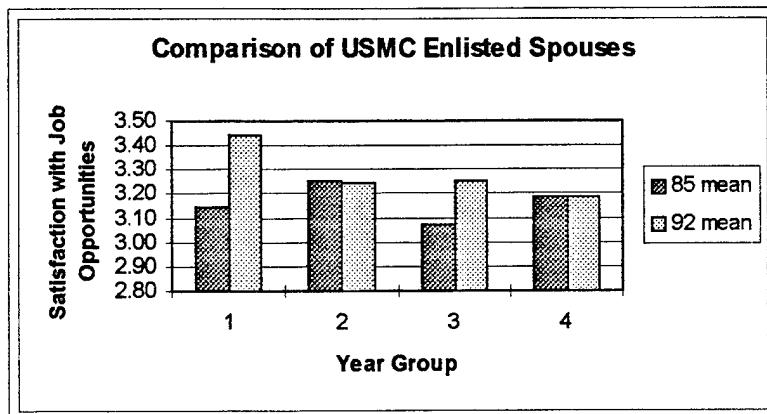
**Figure 3.g.6: Navy Enlisted Spouse's Job Opportunities Satisfaction**

Navy enlisted spouse's in year groups 1 through 4 were less satisfied with the availability of job opportunities and employment for civilian spouse's in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.g.7: Army Enlisted Spouse's Job Opportunities Satisfaction**

There were no significant changes in Army enlisted spouse's level of satisfaction with the availability of job opportunities and employment for civilian spouse's.



**Figure 3.g.8: USMC Enlisted Spouse's Job Opportunities Satisfaction**

USMC enlisted spouse's in year groups 1 and 3 were less satisfied with the availability of job opportunities and employment for civilian spouse's in 1992 than in 1985. These differences were significant at the 5% level.

Table 3.g.5-8 summarizes the results of the analysis on a comparison of enlisted personnel spouse's level of satisfaction with the availability of job opportunities and employment for civilian spouse's.

**Table 3.g.5-8: Enlisted Spouse's Job Opportunities Satisfaction**

Figure 3.g.5	Spouse	Enlisted	USAF
Year Group	1985 mean	1992 mean	t-test
1	3.18	3.36	
2	3.24	3.18	
3	3.26	3.24	
4	3.20	3.30	

Figure 3.g.6	Spouse	Enlisted	Navy
Year Group	1985 mean	1992 mean	t-test
1	3.00	3.51	**
2	3.02	3.32	**
3	3.03	3.31	**
4	3.02	3.30	**

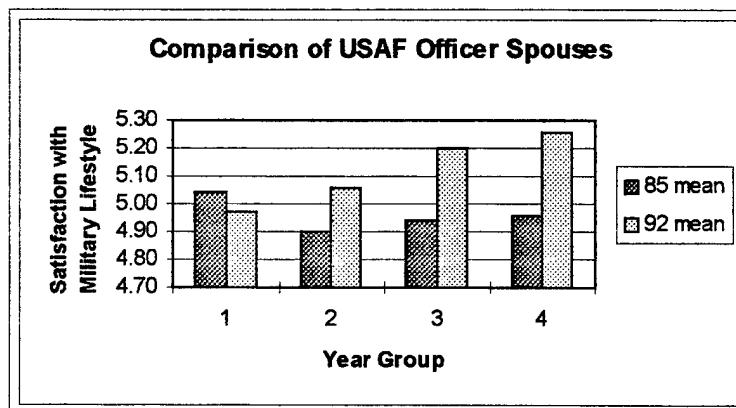
Figure 3.g.7	Spouse	Enlisted	Army
Year Group	1985 mean	1992 mean	t-test
1	3.42	3.59	
2	3.35	3.52	
3	3.39	3.45	
4	3.34	3.39	

Figure 3.g.8	Spouse	Enlisted	USMC
Year Group	1985 mean	1992 mean	t-test
1	3.15	3.44	*
2	3.25	3.24	
3	3.07	3.26	*
4	3.19	3.19	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

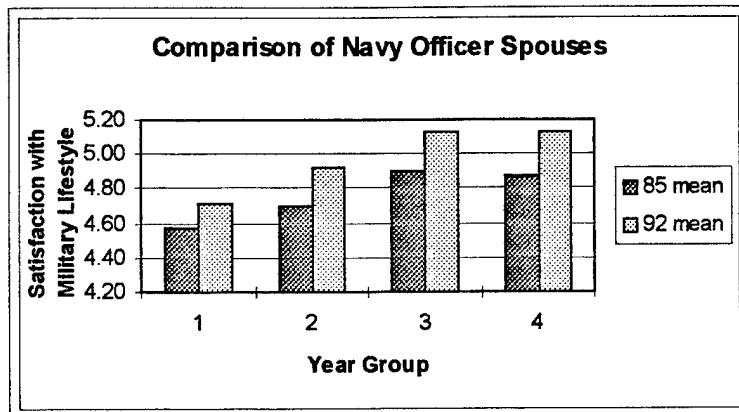
Changes in satisfaction with the availability of job opportunities and employment for civilian spouse's, where significant, were towards lower levels of satisfaction in the "dissatisfied" range.

The next investigative question which relates to this research question is "How has the military spouse's level of satisfaction with the overall military life-style changed from 1985 to 1992?" The following graphs reflect the military spouse's level of satisfaction with the overall military lifestyle. The original question from the DoD survey asked spouse's to rate their level of satisfaction from 1 (very dissatisfied) to 7 (very satisfied). Figures 3.h.1 through 3.h.4 are a comparison of officer spouse's level of satisfaction with the overall military lifestyle.



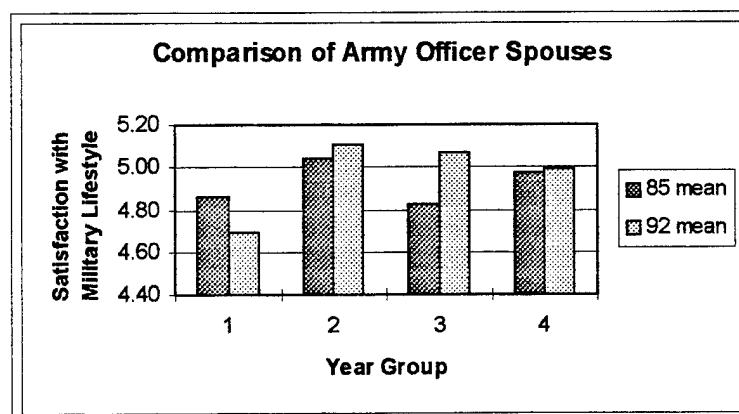
**Figure 3.h.1: USAF Officer Spouse's Military Lifestyle Satisfaction**

USAF officer spouse's in year groups 3 and 4 were more satisfied with the overall military lifestyle in 1992 than in 1985. These differences were significant at the 5% level for year group 3, and significant at the 1% level for year group 4.



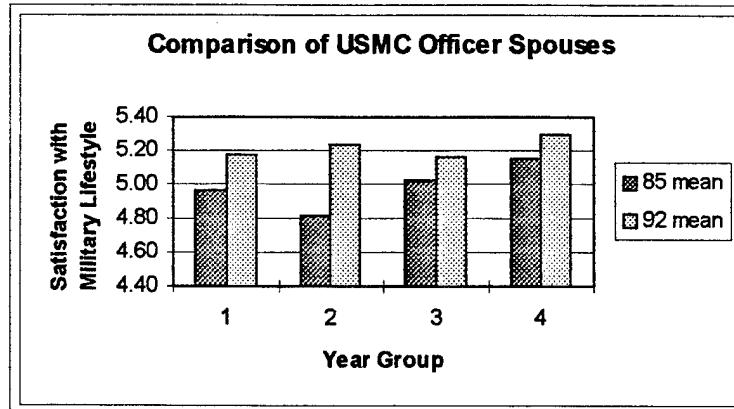
**Figure 3.h.2: Navy Officer Spouse's Military Lifestyle Satisfaction**

There were no significant changes in Navy officer spouse's level of satisfaction with the overall military lifestyle in 1992 than in 1985.



**Figure 3.h.3: Army Officer Spouse's Military Lifestyle Satisfaction**

There were no significant changes in Army officer spouse's level of satisfaction with the overall military lifestyle in 1992 than in 1985.



**Figure 3.h.4: USMC Officer Spouse's Military Lifestyle Satisfaction**

USMC officer spouse's in year group 2 were more satisfied with the overall military lifestyle in 1992 than in 1985. This difference was significant at the 1% level.

Table 3.h.1-4 summarizes the results of the analysis on a comparison of officer spouse's level of satisfaction with the overall military lifestyle.

**Table 3.h.1-4: Officer Spouse's Military Lifestyle Satisfaction**

Figure 3.h.1	Spouse	Officer	USAF
Year Group	1985 mean	1992 mean	t-test
1	5.04	4.97	
2	4.90	5.06	
3	4.94	5.20	*
4	4.96	5.26	**

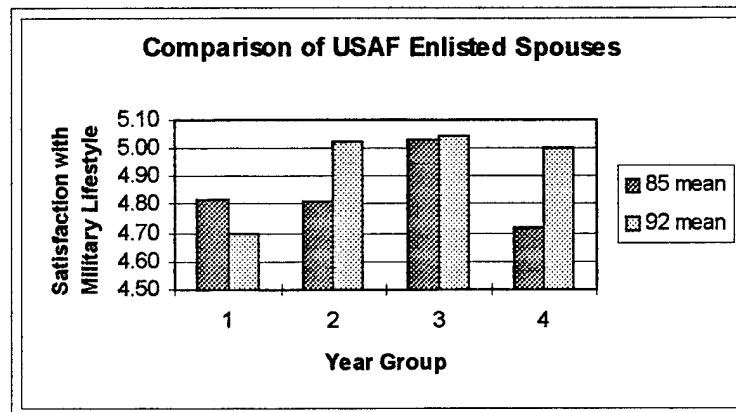
Figure 3.h.2	Spouse	Officer	Navy
Year Group	1985 mean	1992 mean	t-test
1	4.57	4.71	
2	4.70	4.92	
3	4.90	5.13	
4	4.87	5.13	

Figure 3.h.3	Spouse	Officer	Army
Year Group	1985 mean	1992 mean	t-test
1	4.86	4.69	
2	5.04	5.11	
3	4.82	5.07	
4	4.97	4.99	

Figure 3.h.4	Spouse	Officer	USMC
Year Group	1985 mean	1992 mean	t-test
1	4.97	5.18	
2	4.81	5.23	**
3	5.02	5.16	
4	5.15	5.30	

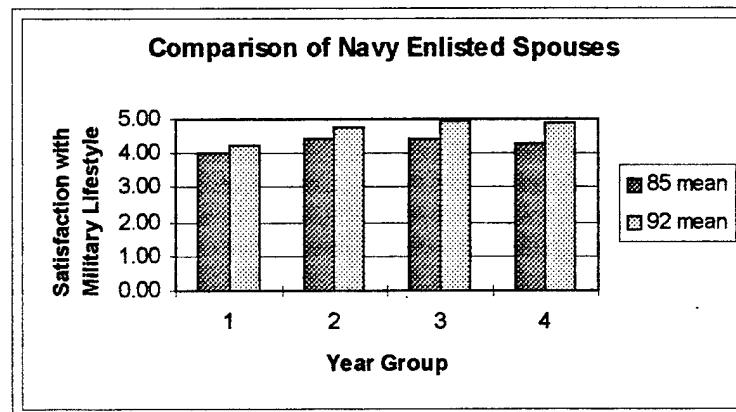
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 3.h.5 through 3.h.8 are a comparison of enlisted personnel spouse's level of satisfaction with the overall military lifestyle.



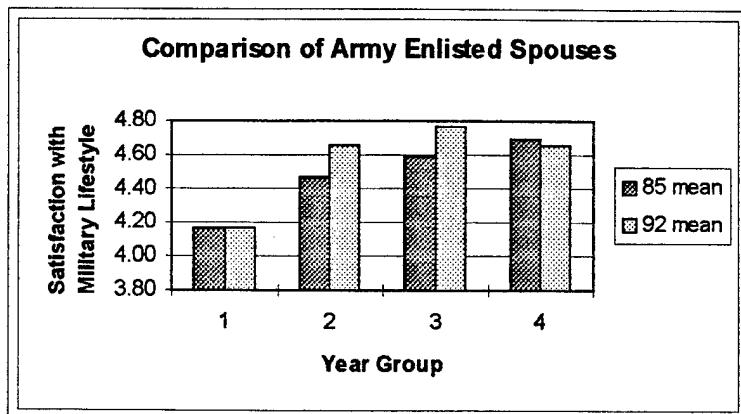
**Figure 3.h.5: USAF Enlisted Spouse's Military Lifestyle Satisfaction**

USAF enlisted spouse's in year groups 2 and 4 were more satisfied with the overall military lifestyle in 1992 than in 1985. These differences were significant at the 5% level for year group 2, and significant at the 1% level for year group 4.



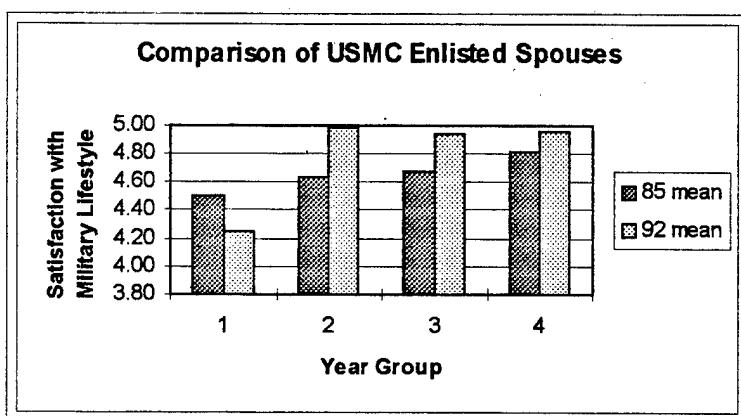
**Figure 3.h.6: Navy Enlisted Spouse's Military Lifestyle Satisfaction**

Navy enlisted spouse's in year groups 2 through 4 were more satisfied with the overall military lifestyle in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.h.7: Army Enlisted Spouse's Military Lifestyle Satisfaction**

There were no significant changes in Army enlisted spouse's level of satisfaction with the overall military lifestyle in 1992 than in 1985.



**Figure 3.h.8: USMC Enlisted Spouse's Military Lifestyle Satisfaction**

USMC enlisted spouse's in year group 2 were more satisfied with the overall military lifestyle in 1992 than in 1985. This difference was significant at the 1% level.

Table 3.h.5-8 summarizes the results of the analysis on a comparison of enlisted personnel spouse's level of satisfaction with the overall military lifestyle.

**Table 3.h.5-8: Enlisted Spouse's Military Lifestyle Satisfaction**

Figure 3.h.5	Spouse	Enlisted	USAF
Year Group	1985 mean	1992 mean	t-test
1	4.82	4.70	
2	4.81	5.02	*
3	5.03	5.04	
4	4.72	5.00	**

Figure 3.h.6	Spouse	Enlisted	Navy
Year Group	1985 mean	1992 mean	t-test
1	4.01	4.23	
2	4.40	4.77	**
3	4.42	4.97	**
4	4.31	4.89	**

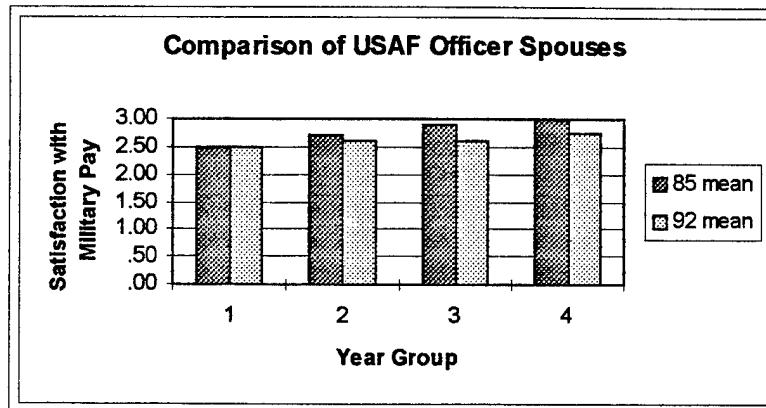
Figure 3.h.7	Spouse	Enlisted	Army
Year Group	1985 mean	1992 mean	t-test
1	4.16	4.17	
2	4.47	4.66	
3	4.59	4.77	
4	4.69	4.66	

Figure 3.h.8	Spouse	Enlisted	USMC
Year Group	1985 mean	1992 mean	t-test
1	4.50	4.25	
2	4.63	4.98	**
3	4.68	4.94	
4	4.82	4.96	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

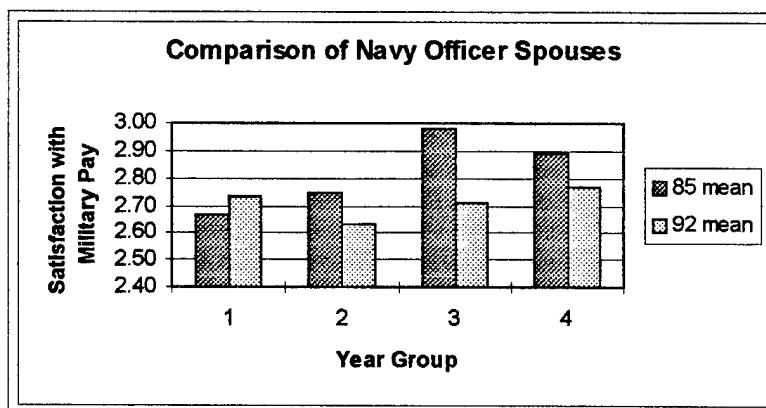
Changes in satisfaction with the overall military lifestyle, where significant, were towards higher levels of satisfaction moving from “neither satisfied nor dissatisfied” towards the “somewhat satisfied” range.

The last investigative question which relates to this research question is “How has the military spouse’s level of satisfaction with military pay changed from 1985 to 1992?” The following graphs reflect the military spouse’s level of satisfaction with military pay. The original question from the DoD survey asked spouses to rate their level of satisfaction from 1 (satisfied) to 5 (dissatisfied). Figures 3.i.1 through 3.i.4 are a comparison of officer spouse’s level of satisfaction with military pay and allowances.



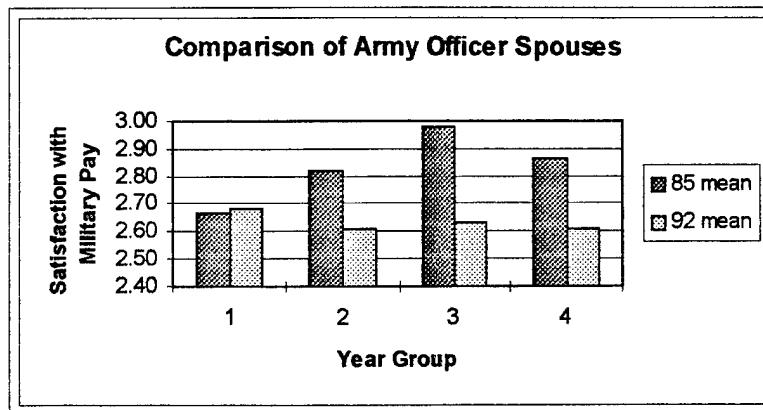
**Figure 3.i.1: USAF Officer Spouse's Military Pay Satisfaction**

USAF officer spouse's in year groups 3 and 4 were more satisfied with military pay in 1992 than in 1985. These differences were significant at the 1% level.



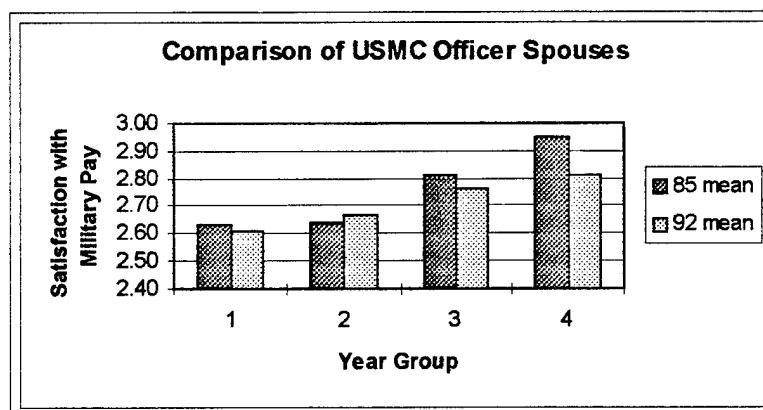
**Figure 3.i.2: Navy Officer Spouse's Military Pay Satisfaction**

Navy officer spouse's in year group 3 were more satisfied with military pay in 1992 than in 1985. This difference was significant at the 1% level.



**Figure 3.i.3: Army Officer Spouse's Military Pay Satisfaction**

Army officer spouse's in year groups 2 through 4 were more satisfied with military pay in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.i.4: USMC Officer Spouse's Military Pay Satisfaction**

There were no significant changes in USMC officer spouse's level of satisfaction with military pay.

Table 3.i.1-4 summarizes the results of the analysis on a comparison of officer spouse's level of satisfaction with military pay and allowances.

**Table 3.i.1-4: Officer Spouse's Military Pay Satisfaction**

Figure 3.i.1	Spouse	Officer	USAF
Year Group	1985 mean	1992 mean	t-test
1	2.50	2.48	
2	2.71	2.61	
3	2.89	2.60	**
4	2.99	2.74	**

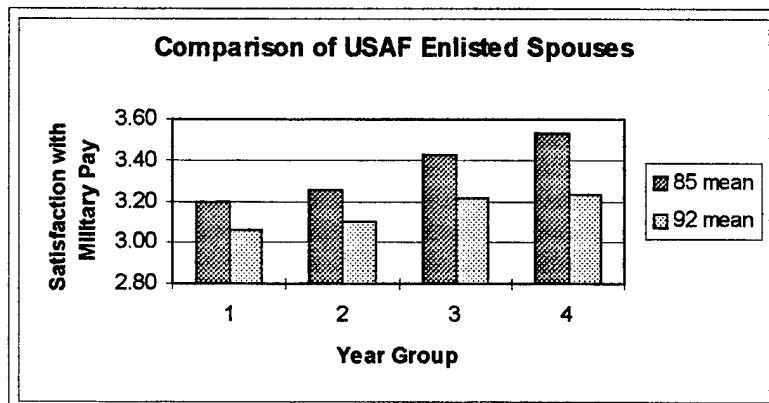
Figure 3.i.2	Spouse	Officer	Navy
Year Group	1985 mean	1992 mean	t-test
1	2.67	2.73	
2	2.75	2.63	
3	2.98	2.71	**
4	2.89	2.77	

Figure 3.i.3	Spouse	Officer	Army
Year Group	1985 mean	1992 mean	t-test
1	2.67	2.68	
2	2.82	2.61	**
3	2.98	2.63	**
4	2.86	2.61	**

Figure 3.i.4	Spouse	Officer	USMC
Year Group	1985 mean	1992 mean	t-test
1	2.63	2.61	
2	2.64	2.67	
3	2.81	2.76	
4	2.95	2.81	

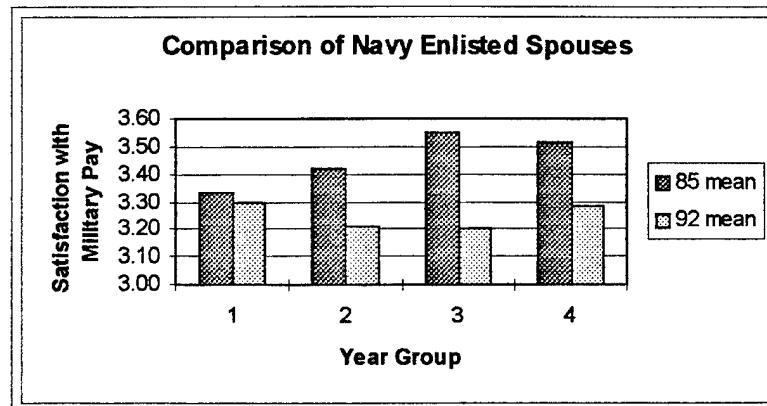
Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Figures 3.i.5 through 3.i.8 are a comparison of enlisted personnel spouse's level of satisfaction with military pay and allowances.



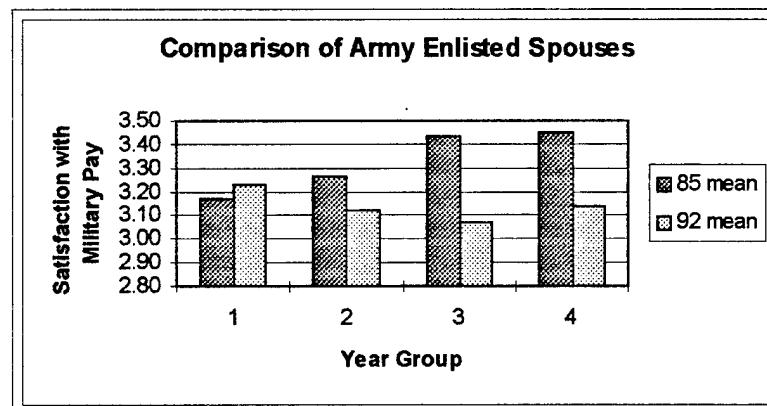
**Figure 3.i.5: USAF Enlisted Spouse's Military Pay Satisfaction**

USAF enlisted spouse's in year groups 3 and 4 were more satisfied with military pay in 1992 than in 1985. These differences were significant at the 1% level.



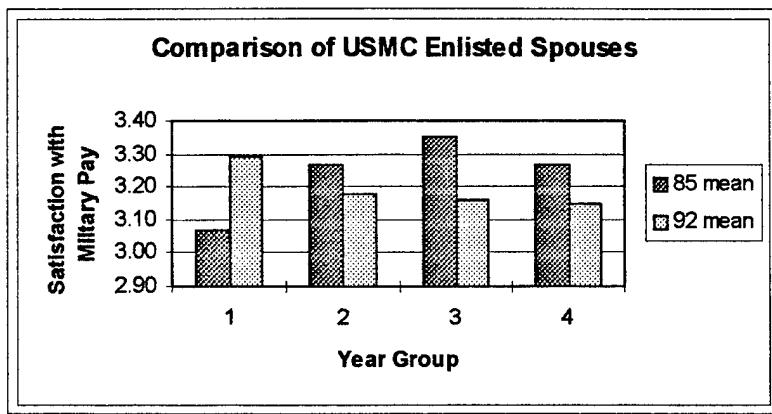
**Figure 3.i.6: Navy Enlisted Spouse's Military Pay Satisfaction**

Navy enlisted spouse's in year groups 2 through 4 were more satisfied with military pay in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.i.7: Army Enlisted Spouse's Military Pay Satisfaction**

Army enlisted spouse's in year groups 3 and 4 were more satisfied with military pay in 1992 than in 1985. These differences were significant at the 1% level.



**Figure 3.i.8: USMC Enlisted Spouse's Military Pay Satisfaction**

USMC enlisted spouse's in year groups 1 and 3 were more satisfied with military pay in 1992 than in 1985. These differences were significant at the 5% level.

Table 3.i.5-8 summarizes the results of the analysis on a comparison of enlisted personnel spouse's level of satisfaction with military pay and allowances.

**Table 3.i.5-8: Enlisted Spouse's Military Pay Satisfaction**

Figure 3.i.5	Spouse	Enlisted	USAF
Year Group	1985 mean	1992 mean	t-test
1	3.20	3.06	
2	3.25	3.10	
3	3.43	3.21	**
4	3.53	3.23	**

Figure 3.i.6	Spouse	Enlisted	Navy
Year Group	1985 mean	1992 mean	t-test
1	3.33	3.30	
2	3.42	3.21	**
3	3.55	3.20	**
4	3.51	3.28	**

Figure 3.i.7	Spouse	Enlisted	Army
Year Group	1985 mean	1992 mean	t-test
1	3.17	3.23	
2	3.26	3.12	
3	3.43	3.07	**
4	3.45	3.14	**

Figure 3.i.8	Spouse	Enlisted	USMC
Year Group	1985 mean	1992 mean	t-test
1	3.07	3.29	*
2	3.27	3.18	
3	3.35	3.16	*
4	3.27	3.15	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

Changes in satisfaction with military pay among spouse's, where significant, were in the direction of greater satisfaction.

The fourth research question is "How Have the Inflation Adjusted Full-Time Wages of the Military Members and Their Spouse's Changed From 1985 to 1992?" The first investigative question that relates to this research question is "How have the inflation adjusted full-time wages of officer's changed from 1985 to 1992?"

Table 4.a shows the results of a regression of military pay (including non-taxable allowances and civilian earnings) against personal characteristics for officer's in 1985 and 1992.

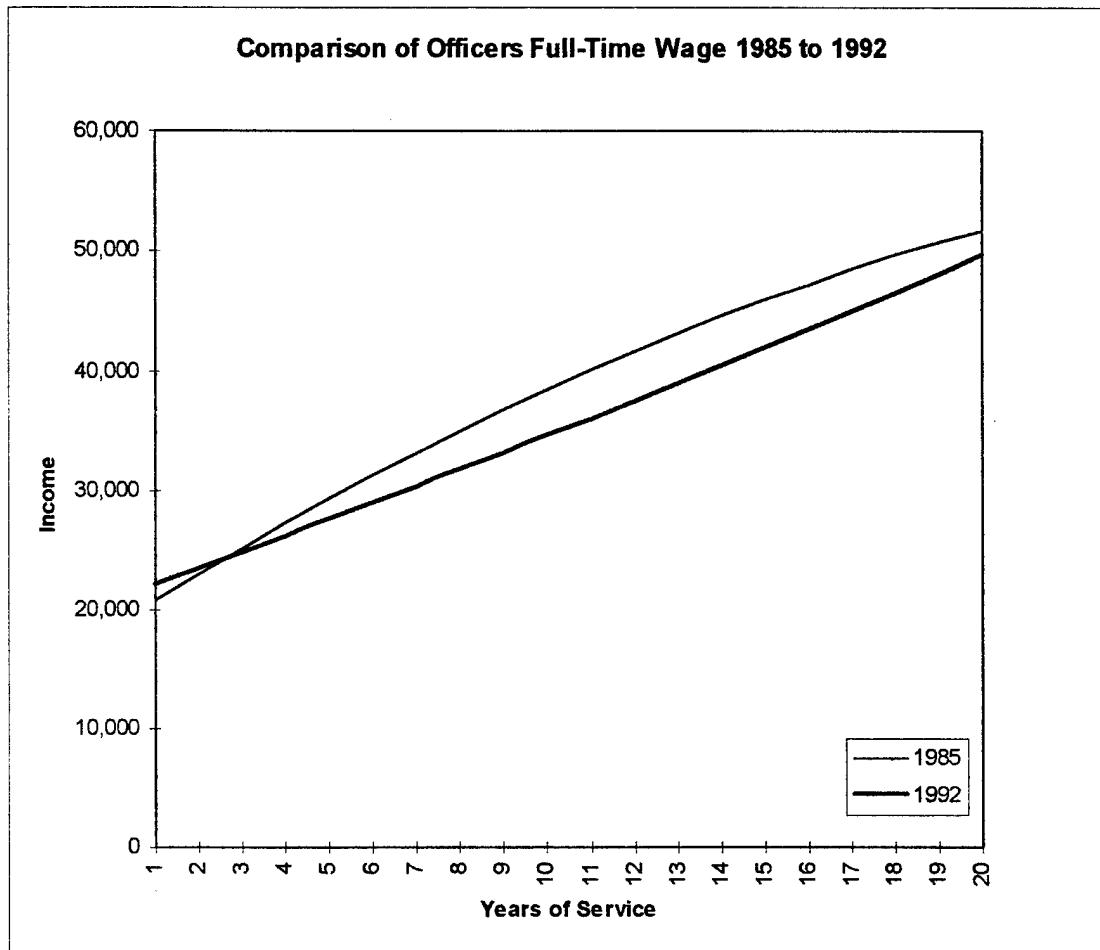
**Table 4.a: Wage Equation for Officers**

Explanatory Variable	1985 Equation	Std Error	1992 Equation	Std Error
Intercept	-66301**	10221.4	13999**	2469.0
Year	372.3**	45.8	895.2**	24.1
Husband's Age	2575.5**	215.7	97.9	111.7
Husband's Age Squared	-26.2**	3.1	6.9**	1.4
Husband's Years of School	3650.4**	1162.4	-2036**	232.0
Husband's years of School Squared	-95.5**	35.7	118.2**	11.0
Husband M.A. Degree	-459.5*	319.3	-2410.4*	347.0
Husband PhD Degree	3324.1**	559.8	-3160*	1000.0
Receives Flight Pay	4745.3**	182.1	7494.3**	191.0
Receives Sea Pay	2631.5**	556.5	1255.2**	502.0
Receives Other Special Pay	69492.5**	389.9	7706.6**	300.0
Academy Graduate	1084.9**	226.9	1379.5**	239.0
Sample Size	2902		7967	
Adjusted R-square	.70		.72	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

For officer's, pay is significantly related to years of service, age, years of education, degrees held, qualification for various types of special pays, and graduation from a service academy. Figure 3.a uses the above equations to graph the estimated inflation adjusted full-time wage per career of military officer's in 1985 versus their full-

time wage per career in 1992. Sample means of officer's personal characteristics revealed that officer's averaged 17 years of education. It is also assumed that an officer's age upon entry to active duty is 23 years.



**Figure 4.a: Comparison of Officers Full-Time Wages**

Figure 4.a shows that after the first 3 to 4 years of service, officer's in 1992 had lower full-time wages, adjusted for inflation, than they did in 1985.

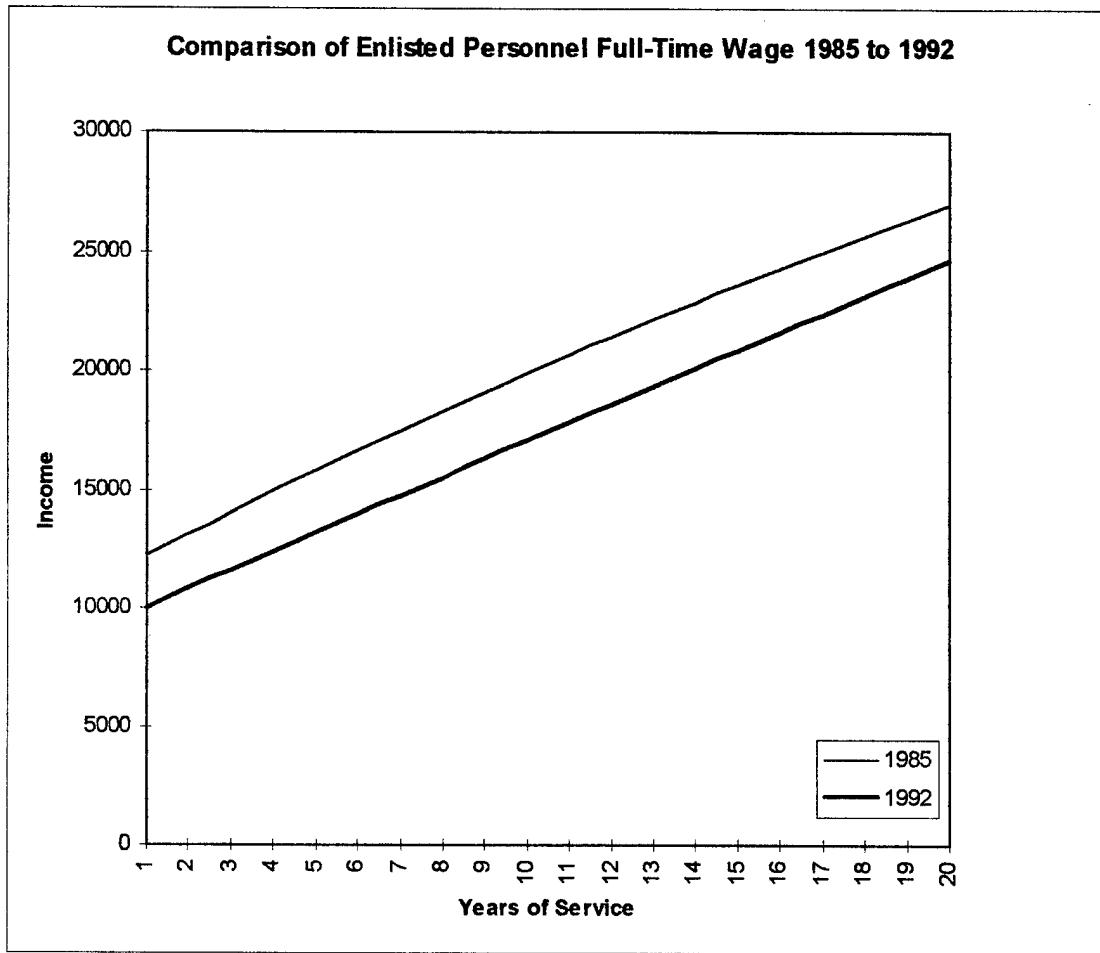
Table 4.b shows the results of a regression of military pay (including non-taxable allowances and civilian earnings) against personal characteristics for enlisted personnel in 1985 and 1992.

**Table 4.b: Wage Equation for Enlisted Personnel**

Explanatory Variable	1985 Equation	Std Error	1992 Equation	Std Error
Intercept	-16.1	5369.4	9979.7**	1428.0
Year	602.2**	21.1	768.0**	22.3
Husband's Age	328.5**	93.8	53.4	80.6
Husband's Age Squared	-5.9**	1.48	-0.94	1.18
Husband's Years of School	629.3	800.9	-466.7**	115.0
Husband's years of School Squared	-22.0	30.6	25.4**	5.7
Husband B.A. Degree	306.3	353.3	731.9*	317.0
Husband M.A. Degree	725.0	604.8	1363.4	756.0
Husband PhD Degree	-328.9	1519.6	3340.4	4531.0
Receives Flight Pay	982.4**	224.2	-364.7	404.0
Receives Sea Pay	2276.0**	154.5	3430.0**	247.4
Receives Jump Pay	2150.1**	337.1	1543.9**	237.0
Receives Other Special Pay	264.1	194.5	-210.1	480.0
Sample Size	4791		5424	
Adjusted R-square	.50		.53	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

For enlisted personnel, pay is significantly related to years of service, age, years of education, possession of a bachelors degree, and qualifications for special pays. Figure 4.b uses the above equations to graph the estimated inflation adjusted full-time wage per career of military enlisted personnel in 1985 versus their full-time wage per career in 1992. Sample means of enlisted personal characteristics revealed that enlisted personnel averaged 12.84 years of education. It is also assumed that enlisted personnel's age upon entry to active duty is 19 years.



**Figure 4.b: Comparison of Enlisted Personnel Full-Time Wages**

Figure 4.b shows that enlisted personnel in 1992 had lower full-time wages, adjusted for inflation, than they did in 1985.

The next investigative question is "How have the inflation adjusted full-time wages of officer and enlisted spouse's changed from 1985 to 1992?" Full-time wages are an estimate of how much a military spouse could have earned if they worked full-time. They are adjusted for inflation by use of the Urban Consumer Price Index (18 ).

Table 4.c shows the results of a regression of civilian pay against personal characteristics for spouse's of military personnel in 1985 and 1992.

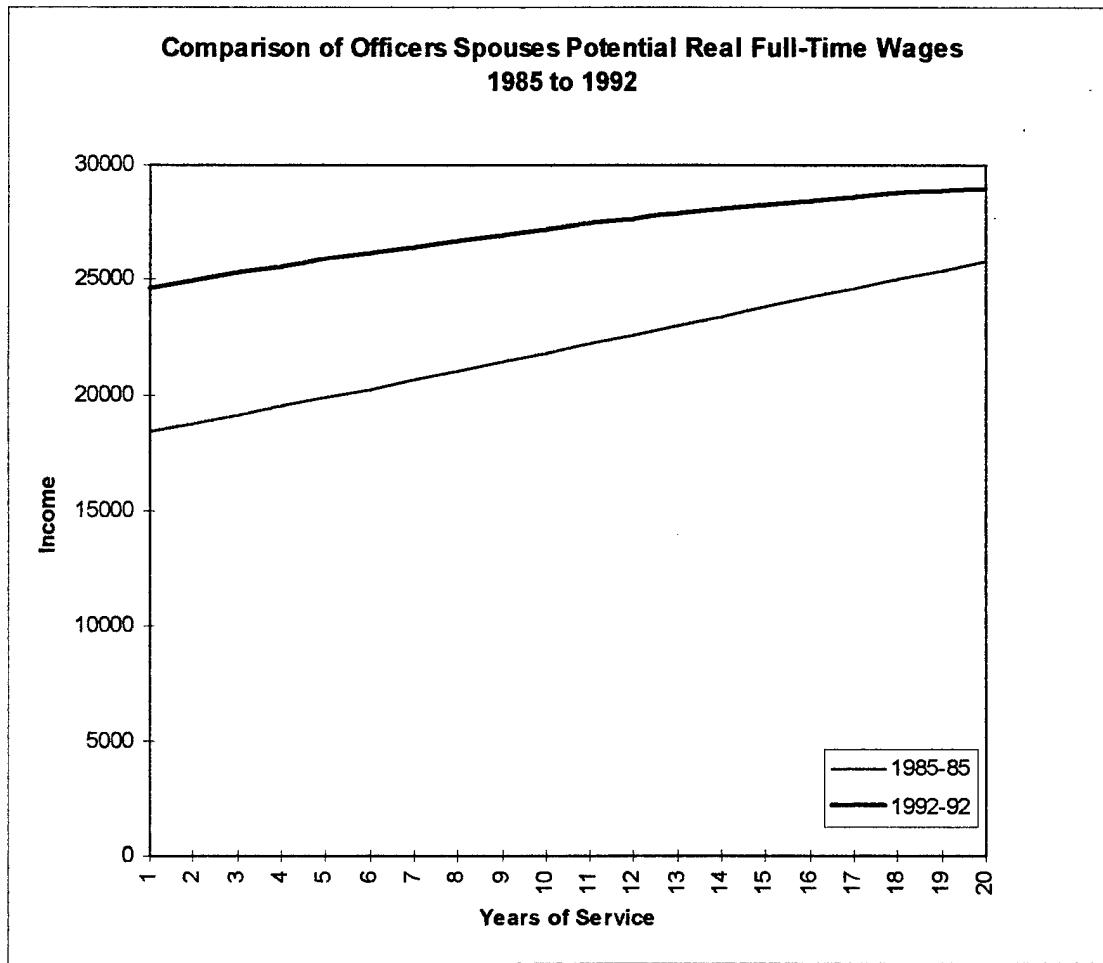
**Table 4.c: Full-Time Wage Equation for Military Spouses**

Explanatory Variable	1985 Equation	Std Error	1992 Equation	Std Error
Intercept	7.925**	0.0592	8.5	0.1300
Husband's Age	0.0112*	0.0053	0.005	0.0040
Spouse's Age	0.00276	0.0045	0.0038	0.0040
Husband's Years of School	0.02007**	0.0079	0.0393**	0.0050
Spouse Years of School	0.06285**	0.0080	0.0489**	0.0060
Tenure in Months	0.00289**	0.0005	0.003**	0.0006
PCS Moves made by Spouse	-0.00707	0.0092	-0.0174**	0.0060
Black	-0.01798	0.0738	0.0349	0.0510
Hispanic	-0.03788	0.0836	0.0937	0.0630
Health Status (=1 if bad health)	0.37012	0.3536	-0.2420	0.1560
Selection Bias Correction Variable	-0.7493	0.1259	-0.2865**	0.0716
Sample Size	495		944	
Adjusted R-square	.24		.23	

Significance at the 1% level is indicated by two asterisks and significance at the 5% level is indicated by one asterisk.

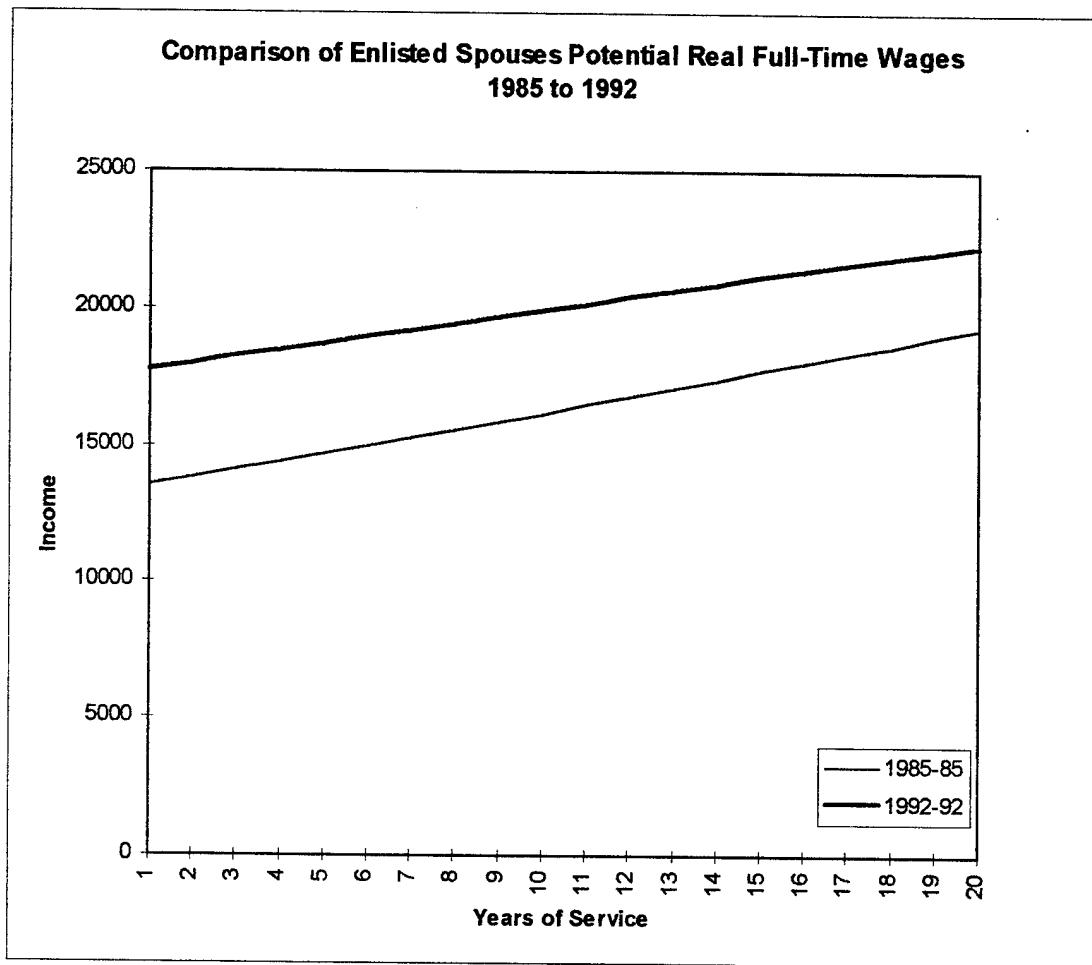
For spouse's of military personnel, full-time wages are significantly and positively related to their level of education and their job tenure. Their wages are negatively and significantly related to the number of geographic relocations they have made in conjunction with their husband's career. The spouse's wage equation was corrected for selection bias and the correction variable is significant at the 1% level. Selection bias can result from self selection by the individuals or data units being investigated (20). In this case, selection bias arises because the wage equation is drawn from a sample of working subjects, and used to estimate wages for non-working subjects. In reality, those not working may be differently suited to work in the labor market. The selection bias correction is a statistical attempt to adjust the model for the inherent bias created by the difference in subjects used to create the model.

Figures 4.c.1 and 4.c.2 use the above equations to graph the estimated inflation adjusted full-time wage per career of military spouse's in 1985 versus their full-time wage per career in 1992. Sample means of officer's spouse's taken from the 1985 data set revealed their average years of education to be 15.13 years. Sample means of spouse's of enlisted personal revealed their average years of education to be 12.82 years. These years of education are held constant in the wage equations for both 1985 and 1992. It is also assumed that the spouse's of military personnel are one year younger than their mates. Therefore, spouse's of officer's are 22 years old upon their husband's entrance into active duty, and spouse's of enlisted personnel are 18 years old upon their husband's entrance into active duty. "Tenure in Months" and "PCS Moves Made by Spouse" were derived from regression equations where tenure and moves respectively were regressed against the personal characteristics of female spouse's. The tenure equation was developed from a sample of spouse's employed full-time, while the moves equation was developed from the sample of all female spouse's. The 1985 wage equation uses tenure and moves equations developed from the 1985 data set. The 1992 wage equation uses tenure and moves equations developed from the 1992 data set. This is done to compare the absolute change in potential real wages from 1985 to 1992.



**Figure 4.c.1: Comparison of Officers Spouse's Wages**

Figure 4.c.1 shows that spouse's of officer's in 1992 had higher potential full-time wages, adjusted for inflation, than they did in 1985.



**Figure 4.c.2: Comparison of Enlisted Personnel Spouse's Wages**

Figure 4.c.2 shows that spouse's of enlisted personnel in 1992 had higher potential full-time wages, adjusted for inflation, than they did in 1985.

#### **IV. Sensitivity Analysis and Conclusions**

In this chapter, a sensitivity analysis will be performed on the 1992 wage equation for military spouse's by varying levels of geographic mobility in 1992 against a baseline rate of geographic mobility from 1985. This will be followed by general conclusions and suggestions for further research.

In chapter 3, it was shown that the geographic mobility of both military members and their spouse's was significantly lower in 1992 than it was in 1985. A comparison between the absolute changes in wages for both officer and enlisted personnel spouse's from 1985 to 1992 was also made. It was shown that potential full-time wages in 1992 were greater than potential full-time wages in 1985 for all spouses. The next step in this analysis is to show how the reduction in mobility has impacted wages.

This chapter will examine that question in a manner similar to the method used in chapter 3 to compare wages in 1985 to wages in 1992. The wage and tenure equations for 1992 combined with the mobility equation for 1985 will be used as a baseline and compared against the wage and tenure equations for 1992 combined with various measures and rates of mobility for 1992. In this way, a sensitivity analysis can be done to determine the impact of mobility on potential wages for military spouse's.

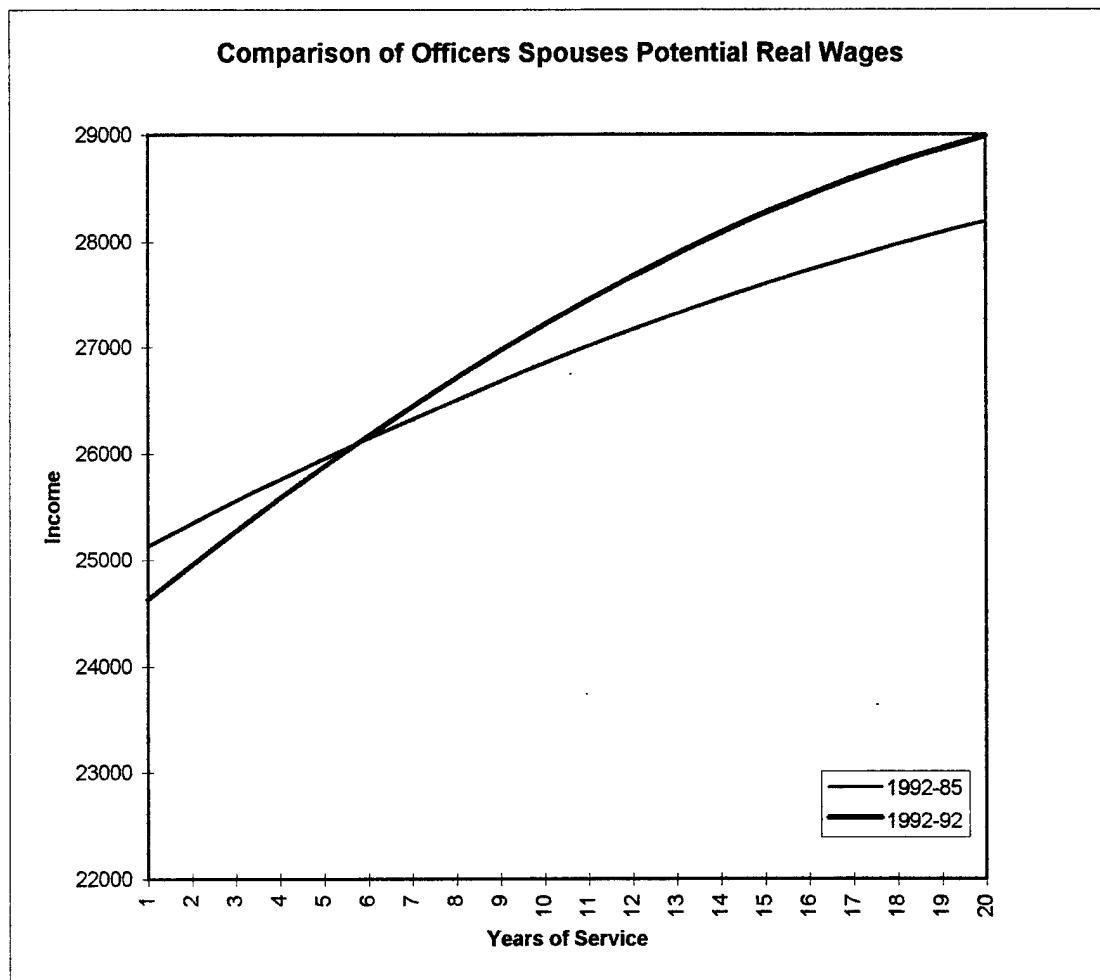
##### ***Sensitivity Analysis***

Three measures of mobility for 1992 will be used in the sensitivity analysis. The first measure will be referred to as the 1992 Mobility Regression Equation. It is the 1992 Mobility Regression Equation used in the analysis in chapter 3. The second measure of mobility will be referred to as 1992 Weighted Mobility. 1992 Weighted Mobility was

derived by using the time on station of the military member combined with the expected time remaining on station. This was sorted by service, rank, and year group. This resulted in the total expected duration (in months) of assignment for military members in 1992. This number was then divided by 12 to convert it into a number approximating duration of assignment in years, and then inverted (multiplied by 1/X) to approximate the percent of military members in each year group whose time on station was less than one year. This number was then multiplied by the percent of members and spouse's stationed at the same location for each service, rank, and year group. The resulting figures were then expanded from four year groups covering five years each, to one set of numbers covering twenty years of service. These numbers for twenty years of mobility by service and rank were then multiplied by the respective weights of 1992 survey respondents from each service to arrive at one DoD inclusive, twenty year schedule of mobility per year for both Officer and enlisted personnel. This measure of Weighted Mobility is used as a means to account for the fact that the 1992 Mobility Regression Equation was developed from a group of military members who also served in 1985. Their previous mobility is reflected in the 1992 Mobility Regression Equation. Arguably, a more precise measure of mobility in 1992 for use in comparison with 1985 is given by the 1992 Weighted Mobility estimate. The third measure of mobility will be referred to as Progressive Constant Mobility. In this case, the baseline mobility derived from the 1985 Mobility Regression Equation is compared against a constant rate of geographic mobility of every three years and every four years. This is used as a simple means of comparing policy change concerning forced mobility.

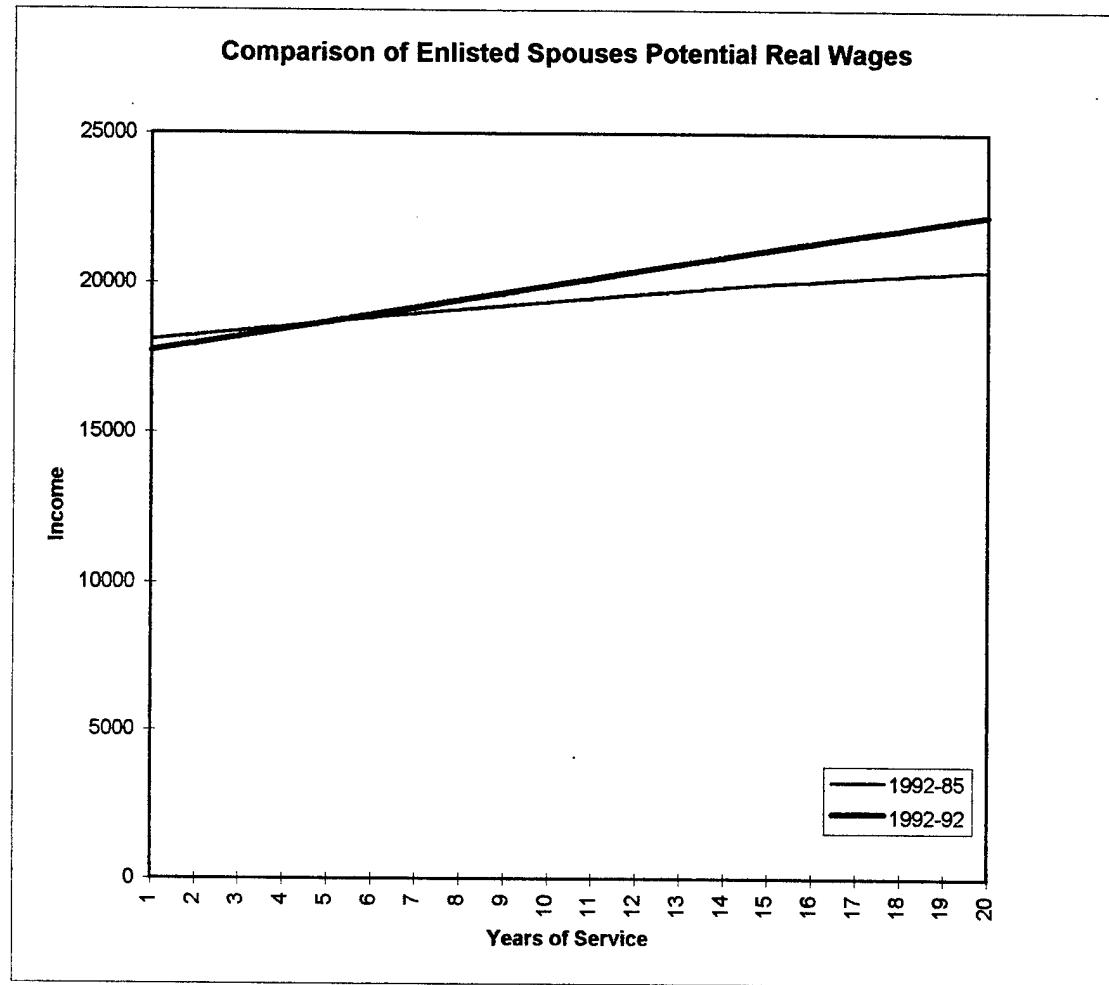
For each of the following graphs, the '1992-85' line is considered the base case for comparison against the three other measures of mobility

Figures 6.a.1 and 6.a.2 compare the 1992 Mobility Regression Equation against the 1985 Mobility Regression Equation as a means of mobility sensitivity analysis on potential wages for 1992.



**Figure 6.a.1: Sensitivity Analysis for Officer Spouse's Mobility**

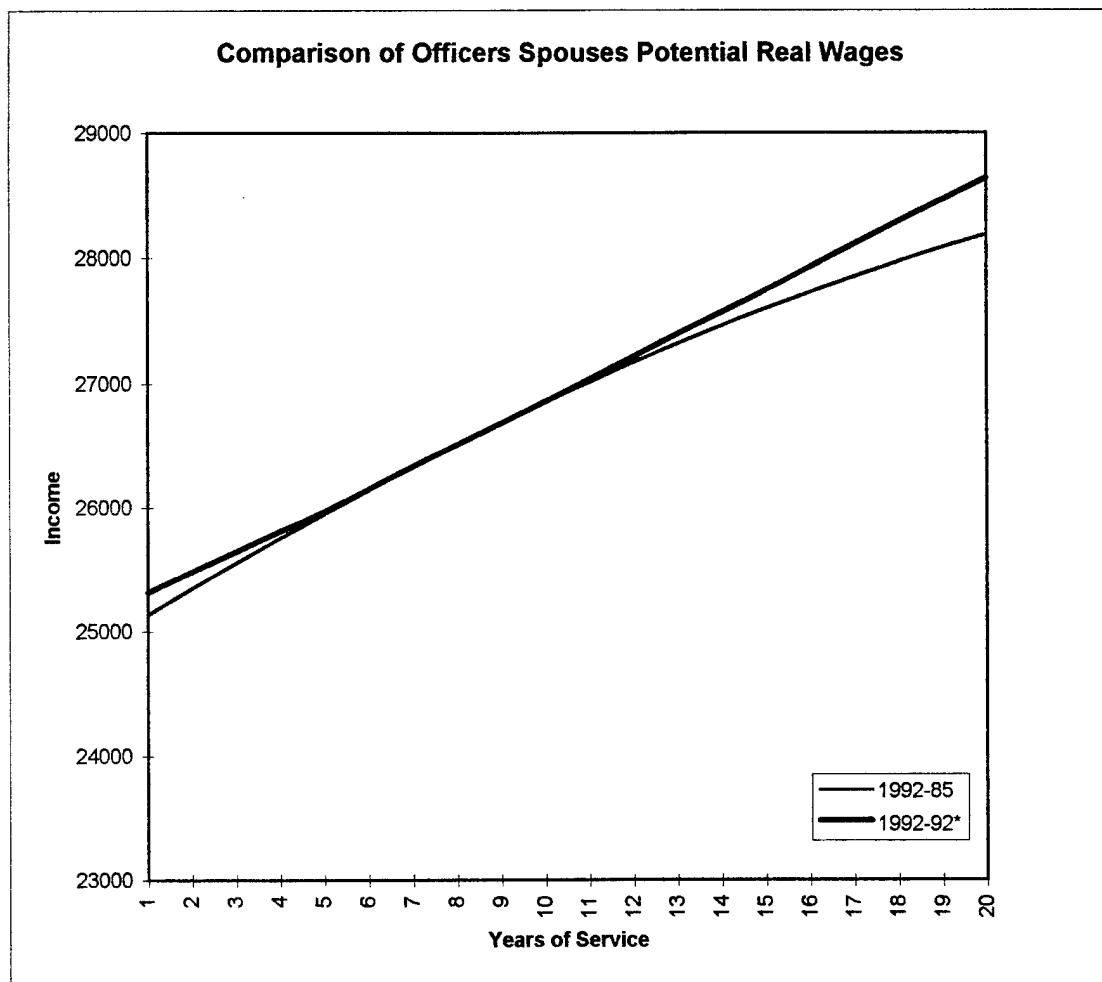
Figure 6.a.1 shows potential wages for officer spouse's to be higher in the long-run under rates of mobility associated with the 1992 Mobility Regression Equation.



**Figure 6.a.2: Sensitivity Analysis for Enlisted Spouse's Mobility**

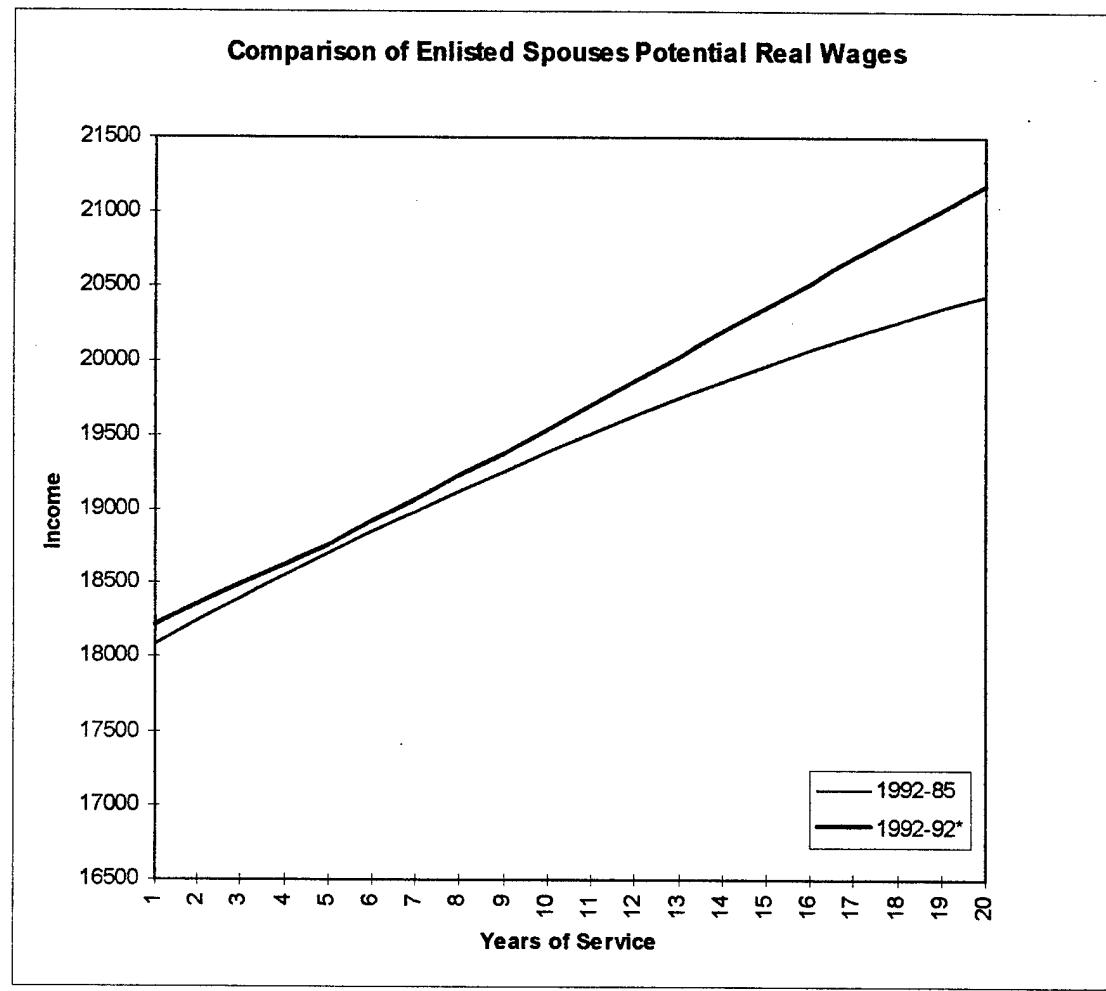
Figure 6.a.2 shows potential wages for spouse's of enlisted personnel to be higher in the long-run under rates of mobility associated with the 1992 Mobility Regression Equation.

Figures 6.b.1 and 6.b.2 compare 1992 Weighted Mobility against the 1985 Mobility Regression Equation as a means of mobility sensitivity analysis on potential wages for 1992.



**Figure 6.b.1: Sensitivity Analysis for Officer Spouse's Mobility**

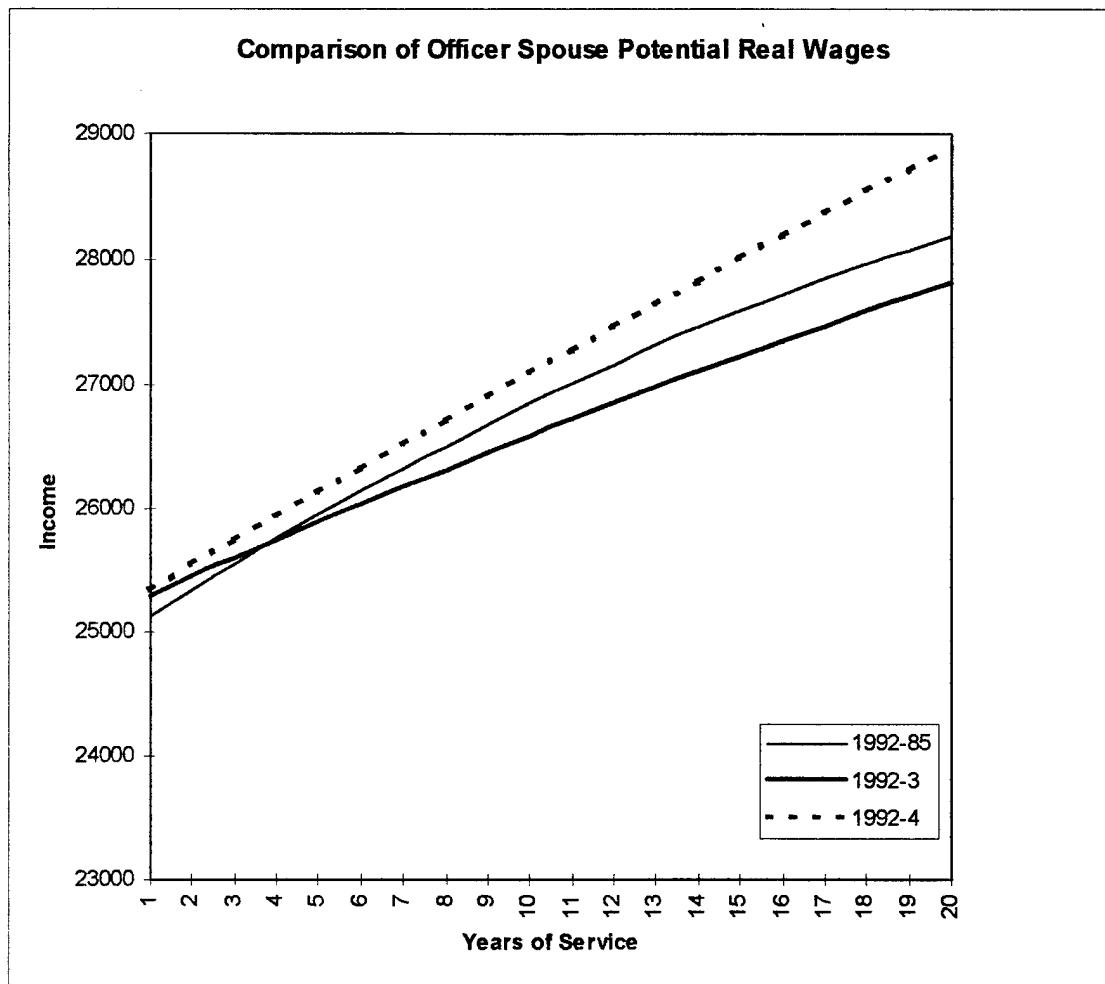
Figure 6.b.1 shows potential wages for officer spouse's to be higher under rates of mobility associated with 1992 Weighted Mobility.



**Figure 6.b.2: Sensitivity Analysis for Enlisted Spouse's Mobility**

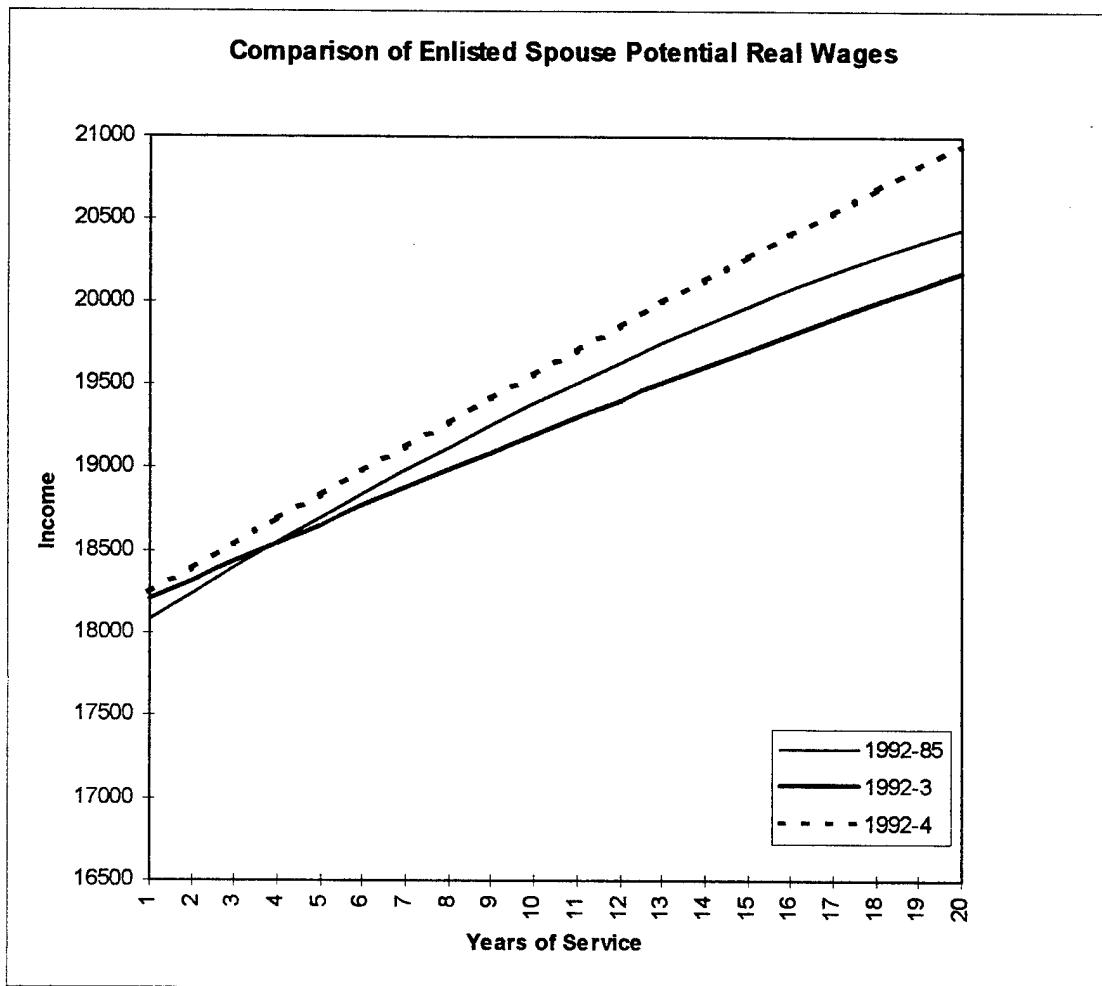
Figure 6.b.2 shows potential wages for spouse's of enlisted personnel to be higher under rates of mobility associated with 1992 Weighted Mobility.

Figures 6.c.1 and 6.c.2 compare Progressive Constant Mobility against the 1985 Mobility Regression Equation as a means of mobility sensitivity analysis on potential wages for 1992.



**Figure 6.c.1: Sensitivity Analysis for Officer Spouse's Mobility**

Figure 6.c.1 shows potential wages for officer spouse's to be higher than the 1985 mobility baseline under rates of mobility associated with 4 year Progressive Constant Mobility, and lower than the 1985 mobility baseline under rates of mobility associated with 3 year Progressive Constant Mobility. The impact of a progression in mobility from three to four years also has a greater influence over time.



**Figure 6.c.2: Sensitivity Analysis for Enlisted Spouse's Mobility**

Figure 6.c.2 shows potential wages for spouse's of enlisted personnel to be higher than the 1985 mobility baseline under rates of mobility associated with 4 year Progressive Constant Mobility, and lower than the 1985 mobility baseline under rates of mobility associated with 3 year Progressive Constant Mobility. The impact of a progression in mobility from three to four years also has a greater influence over time.

### ***Conclusions and Recommendations***

A review of the relevant literature revealed several important impacts of mobility on spouse income. Frequent mobility serves to lower spouse income in several ways. Frequent mobility causes frequent labor force interruptions. This in turn lowers potential wages by reducing acquired tenure, lowering investment in human capital, and depreciating human capital. Wages are also lower over time due to the imperfect transferability of job related skills. The literature review also revealed that spouse's earnings are an important contributor to family income, and serve to protect the family from class erosion in middle class families.

The analysis in this study revealed four primary findings. First, military members and their spouse's experienced reduced geographic mobility between 1985 and 1992 as a result of fewer PCS moves, less time spent overseas, and less time at sea for Navy personnel. Second, there were great changes in the wages of military members and their spouse's between 1985 and 1992. There was an erosion of real (inflation adjusted) wages of military members, while their spouse's showed an increases in real wages and an accompanied increase in full-time labor force participation. Third, a sensitivity analysis on mobility showed it to have a significant influence over time on the wages of military spouse's. From this it is concluded that the characteristic of high geographic mobility in the military family has a great impact on the potential wages of the military spouse, which is a significant contributor to combined income in the military family. Finally, there were significant changes in spousal satisfaction with facets of military life between 1985 and 1992.

Mobility has an explicit cost for the military. That explicit cost is mainly that of the monetary cost of the move. However, as this study has shown, there are implicit costs of mobility to the military spouse which manifest themselves as opportunity costs in terms of foregone wages. Other studies have shown that this opportunity cost can lead to increased fertility, which itself has explicit health care and dependent costs to the military (9). In the past, studies on the adequacy of military pay have only looked at the monetary compensation of the military member versus the compensation of their civilian counterparts (10). Considering the results of this and other studies, it is no longer reasonable to exclude spouse's wages from the income mix. Military policy concerning mobility must consider this relationship as well. Recently, Secretary of the Air Force Shelia E. Widnall and Air Force Chief of Staff General Ronald R. Fogleman announced sweeping changes in the Air Force's Officer Assignment System (1). The revised system makes officers eligible for reassignment at the three-year time on station point. In the words of General Fogleman, "these changes were made in order to ensure that the fundamental premise of 'service above self' was visible in the officer assignment system" (1). Although, this new system does not guarantee a PCS at the three year point, it does incentivize mobility for those officers who want to maintain control of their careers. This could cause a shift from the present rates of mobility for officers and their spouse's, towards a rate of mobility of one move every three years. As shown previously in this chapter, a simple policy change in time on station from one move every four years, to one move every three years, can have a detrimental impact on the potential wages of the

military spouse over the course of their working careers. Hence, mobility's socioeconomic impact on the military family unit as a whole should be considered.

This study revealed that many significant changes took place in the socioeconomic status of the military family between 1985 and 1992. These changes, and the results of this and other studies have laid the groundwork for some interesting future research.

Having established mobility's impact on the wages of military spouse's, the next step is to consider the earnings of military spouses. Earnings capture periods of unemployment, less than full-time employment, earnings from a second job, and non-hourly wage compensation over the working career of an individual. Further research in this area would develop mobility's impact on a greater scale.

This study showed that between 1985 and 1992, there were significant changes in the military spouse's levels of satisfaction with facets of the military lifestyle. Whether these changes in satisfaction are attributable to decreased mobility is unclear. Future research concerning mobility's relationship to spousal satisfaction, and in turn, spousal satisfaction's relationship to the retention intentions of the military member is in order.

Military spouses in 1992 showed higher rates of full-time labor force participation, and increased wages over 1985. Military members showed a decrease in real wages over the same time period. Whether the spouse's increased full-time labor force participation rate is a consequence of decreased mobility, or a result of the necessity to earn more money to offset the losses in real terms of their husband's income is unclear, and should be clarified in a future study.

There were many changes in the military by 1992 as a result of the end of the Cold War. However, post Cold War policy changes continued for several years after 1992, and

in some ways still continue today. This study should be revisited to include the time since the 1992 survey to account for further socioeconomic changes. The period 1985-1992 only captures a period of transition toward a post cold war military.

Finally, the impact of the Air Force's new Officer Assignment System in terms of its affect on the rates of geographic mobility for Officer's and their spouse's, and its subsequent impact on spousal satisfaction, wages, and earnings should receive further study.

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The purpose of this study was to examine what changes in the geographic mobility of the military family took place between 1985 and 1992, and this mobility's subsequent impact on the labor force participation of the military spouse, and the real wages of military family members.  The study showed that mobility was significantly lower for military personnel and their spouses in 1992 than it was in 1985, the labor force participation and real wages for military spouses were greater in 1992 than they were in 1985, and real wages for military personnel declined between 1985 and 1992. A sensitivity analysis performed on mobility's impact on military spouses wages revealed that mobility had a significant influence on wages over time. Additionally, the study examined the changes in military spouses' satisfaction with several facets of the military life-style between 1985 and 1992.			
14. SUBJECT TERMS		15. NUMBER OF PAGES 151	
Geographic Mobility, Wages, Military Family, Spouse Satisfaction.		16. PRICE CODE	
17. SECURITY CLASSIFICATION OF REPORT UNCLASSIFIED	18. SECURITY CLASSIFICATION OF THIS PAGE UNCLASSIFIED	19. SECURITY CLASSIFICATION OF ABSTRACT UNCLASSIFIED	20. LIMITATION OF ABSTRACT UNCLASSIFIED

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1. Did this research contribute to a current research project?      a. Yes      b. No
2. Do you believe this research topic is significant enough that it would have been researched (or contracted) by your organization or another agency if AFIT had not researched it?  
a. Yes      b. No
3. Please estimate what this research would have cost in terms of manpower and dollars if it had been accomplished under contract or if it had been done in-house.

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4. Whether or not you were able to establish an equivalent value for this research (in Question 3), what is your estimate of its significance?

a. Highly Significant      b. Significant      c. Slightly Significant      d. Of No Significance

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